

MONTANA LEGISLATIVE HISTORY

Chapter 660 1989

Bill H 786 S _____ Original bill & history ☒ C

H. Committee on Appropriations

Hearing Date(s) 3-20 _____ C

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Date Out 3-20 _____ C

S. Committee on Finance & Claims

Hearing Date(s) 4-6 _____ C

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Date Out 4-6

Did this bill originate in an interim committee? _____ Yes _____ No

Committee _____

Report _____

Free Conference Committee ~~_____~~ - The Law
Library has no minutes for this
Committee.

HOUSE FINAL STATUS

3/16 INTRODUCED
 3/17 REFERRED TO TAXATION
 3/17 FISCAL NOTE REQUESTED
 3/20 FISCAL NOTE RECEIVED
 3/21 HEARING
 3/22 FISCAL NOTE PRINTED
 3/23 COMMITTEE REPORT--BILL PASSED AS AMENDED
 3/29 2ND READING PASSED 87 8
 3/30 3RD READING PASSED 91 8

TRANSMITTED TO SENATE
 3/31 REFERRED TO BUSINESS & INDUSTRY
 4/04 HEARING
 4/08 COMMITTEE REPORT--BILL CONCURRED AS AMENDED
 4/10 2ND READING CONCURRED 49 0
 4/12 3RD READING CONCURRED 47 2

RETURNED TO HOUSE WITH AMENDMENTS
 4/13 2ND READING AMENDMENTS CONCURRED 94 4
 4/14 3RD READING AMENDMENTS CONCURRED 90 9
 4/19 SIGNED BY SPEAKER
 4/20 SIGNED BY PRESIDENT
 4/24 TRANSMITTED TO GOVERNOR
 4/28 SIGNED BY GOVERNOR
 CHAPTER NUMBER 637 EFFECTIVE DATE: 4/28/89

HB 784 INTRODUCED BY NISBET, ET AL.
 APPROPRIATE FUNDS FOR SALARY INCREASES FOR SCHOOL
 FOR DEAF & BLIND FACULTY

3/17 INTRODUCED
 3/18 REFERRED TO APPROPRIATIONS
 3/20 HEARING
 3/22 TABLED IN COMMITTEE

HB 785 INTRODUCED BY MERCER, ET AL.
 APPROPRIATE MONEY FROM THE COAL SEVERANCE TAX FOR
 CONSTRUCTING, RENOVATING, AND EQUIPPING
 CERTAIN BUILDINGS WITHIN THE MONTANA
 UNIVERSITY SYSTEM
 BY REQUEST OF GOVERNOR

3/17 INTRODUCED
 3/18 REFERRED TO APPROPRIATIONS
 3/20 HEARING
 3/22 COMMITTEE REPORT--BILL PASSED AS AMENDED
 4/03 2ND READING DO PASS AS AMENDED FAILED 46 53
 4/04 MOTION FAILED TO RECONSIDER
 PREVIOUS ACTION 40 59

HB 786 INTRODUCED BY ADDY
 ESTABLISH COMPENSATION LEVELS FOR FISCAL YEARS 1990
 AND 1991 FOR STATE EMPLOYEES

3/18 INTRODUCED
 3/18 REFERRED TO APPROPRIATIONS
 3/20 HEARING
 3/21 COMMITTEE REPORT--BILL PASSED AS AMENDED
 3/22 2ND READING PASSED AS AMENDED 75 23
 3/23 3RD READING PASSED 77 21

HOUSE FINAL STATUS

	TRANSMITTED TO SENATE		
3/27	REFERRED TO FINANCE & CLAIMS		
4/06	HEARING		
4/07	COMMITTEE REPORT--BILL CONCURRED AS AMENDED		
4/10	2ND READING CONCURRED AS AMENDED	49	0
4/12	3RD READING CONCURRED	44	5
	RETURNED TO HOUSE WITH AMENDMENTS		
4/13	2ND READING AMENDMENTS NOT CONCURRED	98	0
4/13	FREE CONFERENCE COMMITTEE APPOINTED		
4/14	FREE CONFERENCE COMMITTEE REPORT NO. 1		
4/15	2ND READING FREE CONFERENCE COMMITTEE REPORT NO. 1 ADOPTED	97	0
4/17	3RD READING FREE CONFERENCE COMMITTEE REPORT NO. 1 ADOPTED	96	3
	SENATE		
4/14	FREE CONFERENCE COMMITTEE APPOINTED		
4/14	FREE CONFERENCE COMMITTEE REPORT NO. 1		
4/18	2ND READING FREE CONFERENCE COMMITTEE REPORT NO. 1 ADOPTED	50	0
4/19	3RD READING FREE CONFERENCE COMMITTEE REPORT NO. 1 ADOPTED	50	0
4/26	SIGNED BY SPEAKER		
4/26	SIGNED BY PRESIDENT		
4/27	TRANSMITTED TO GOVERNOR		
5/11	SIGNED BY GOVERNOR		
	CHAPTER NUMBER 660		
	EFFECTIVE DATE: 05/11/89 (S1,2, 4-17)		
	EFFECTIVE DATE: 07/01/89 (S3)		
HB 787	INTRODUCED BY RANEY, ET AL. IMPOSE TAX ON MERCHANTABLE LOGS		
	3/18	INTRODUCED	
	3/18	REFERRED TO TAXATION	
	3/21	HEARING	
	3/23	TABLED IN COMMITTEE	
HB 788	INTRODUCED BY WALLIN, ET AL. APPROPRIATE MONEY TO COMMISSIONER OF HIGHER EDUCATION FOR THE PURPOSE OF PROVIDING MATCHING FUNDS TO THE UNIVERSITY SYSTEM FOR SCIENTIFIC RESEARCH		
	3/18	INTRODUCED	
	3/18	REFERRED TO APPROPRIATIONS	
	3/23	TABLED IN COMMITTEE	
HB 789	INTRODUCED BY CONNELLY, ET AL. ACCEPT POWER-TOBIN MANSION		
	3/21	INTRODUCED	
	3/21	REFERRED TO APPROPRIATIONS	
	3/22	HEARING	
	3/23	COMMITTEE REPORT--BILL PASSED AS AMENDED	
	3/23	2ND READING PASSED	74 19
	3/23	3RD READING PASSED	74 19

HOUSE BILL NO. 786

INTRODUCED BY ADDY

IN THE HOUSE

MARCH 18, 1989

INTRODUCED AND REFERRED TO COMMITTEE
ON APPROPRIATIONS.

FIRST READING.

MARCH 21, 1989

COMMITTEE RECOMMEND BILL
DO PASS AS AMENDED. REPORT ADOPTED.

PRINTING REPORT.

MARCH 22, 1989

SECOND READING, DO PASS AS AMENDED.

MARCH 23, 1989

ENGROSSING REPORT.

THIRD READING, PASSED.
AYES, 77; NOES, 21.

TRANSMITTED TO SENATE.

IN THE SENATE

MARCH 27, 1989

INTRODUCED AND REFERRED TO COMMITTEE
ON FINANCE & CLAIMS.

FIRST READING.

APRIL 6, 1989

COMMITTEE RECOMMEND BILL BE
CONCURRED IN AS AMENDED. REPORT
ADOPTED.

IN THE HOUSE

APRIL 8, 1989

ON MOTION, RULES SUSPENDED TO ALLOW
TRANSMITTAL AFTER 83RD DAY

IN THE SENATE

APRIL 10, 1989

SECOND READING, CONCURRED IN AS
AMENDED.

APRIL 12, 1989

THIRD READING, CONCURRED IN.
AYES, 44; NOES, 5.

RETURNED TO HOUSE WITH AMENDMENTS.

IN THE HOUSE

APRIL 13, 1989

SECOND READING, AMENDMENTS NOT
CONCURRED IN.

ON MOTION, FREE CONFERENCE COMMITTEE
REQUESTED AND APPOINTED.

IN THE SENATE

APRIL 15, 1989

ON MOTION, FREE CONFERENCE COMMITTEE
REQUESTED AND APPOINTED.

IN THE HOUSE

APRIL 15, 1989

FREE CONFERENCE COMMITTEE REPORTED.

SECOND READING, FREE CONFERENCE
COMMITTEE REPORT ADOPTED.

APRIL 17, 1989

THIRD READING, FREE CONFERENCE
COMMITTEE REPORT ADOPTED.

IN THE SENATE

APRIL 19, 1989

FREE CONFERENCE COMMITTEE REPORT
ADOPTED.

IN THE HOUSE

APRIL 20, 1989

SENT TO ENROLLING.

REPORTED CORRECTLY ENROLLED.

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House BILL NO. *786*
Addy

INTRODUCED BY _____

A BILL FOR AN ACT ENTITLED: "AN ACT GENERALLY REVISING PROVISIONS CONCERNING PERSONNEL CLASSIFICATION AND COMPENSATION FOR STATE EMPLOYEES; CLARIFYING THAT TEACHERS EMPLOYED BY THE DEPARTMENT OF FAMILY SERVICES ARE EXEMPT FROM THE STATE PERSONNEL CLASSIFICATION PLAN; REMOVING THE PROVISION FREEZING THE COMPENSATION OF EMPLOYEES WHO ARE EXEMPT FROM THE CLASSIFICATION PLAN; PROVIDING PAY SCHEDULES FOR FISCAL YEARS 1990 AND 1991 FOR CERTAIN STATE EMPLOYEES; REQUIRING THE BOARD OF REGENTS TO MAINTAIN ITS GROUP BENEFITS PLAN ON AN ACTUARIALLY SOUND BASIS; ESTABLISHING EMPLOYER CONTRIBUTION LEVELS FOR GROUP BENEFITS FOR FISCAL YEARS 1990 AND THEREAFTER; CREATING A COMMITTEE ON STATE EMPLOYEE COMPENSATION; APPROPRIATING FUNDS FOR PAYMENT OF COMPENSATION AND GROUP BENEFITS; AMENDING SECTIONS 2-18-103, 2-18-104, 2-18-301, 2-18-303, 2-18-312 THROUGH 2-18-315, 2-18-702, AND 2-18-703, MCA; AND PROVIDING EFFECTIVE DATES."

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

Section 1. Section 2-18-103, MCA, is amended to read:

"2-18-103. Officers and employees excepted. Parts 1 and 2 do not apply to the following positions in state government:

(1) elected officials;

(2) county assessors and their chief deputy;

(3) officers and employees of the legislative branch;

(4) judges and employees of the judicial branch;

(5) members of boards and commissions appointed by the governor, appointed by the legislature, or appointed by other elected state officials;

(6) officers or members of the militia;

(7) agency heads appointed by the governor;

(8) academic and professional administrative personnel with individual contracts under the authority of the board



INTRODUCED BILL
HB 786

1 of regents of higher education;

2 (9) academic and professional administrative personnel and live-in houseparents who have entered into individual
3 contracts with the state school for the deaf and blind under the authority of the state board of public education;

4 (10) teachers under the authority of the department of institutions or family services;

5 (11) investment officer, assistant investment officer, executive director, and three professional staff positions
6 of the board of investments;

7 (12) four professional staff positions under the board of oil and gas conservation; and

8 (13) assistant director for security of the Montana state lottery."

9 Section 2. Section 2-18-104, MCA, is amended to read:

10 "2-18-104. Exemption for personal staff -- limit. (1) Subject to the limitations in subsections (2) and (3),
11 members of a personal staff are exempt from the application of 2-18-204, 2-18-205, 2-18-207, and 2-18-1011 through
12 2-18-1013.

13 (2) The personal staff who are exempted by subsection (1) may not exceed 10 unless otherwise approved by the
14 department according to criteria developed by the department. Under no circumstances may the total exemptions of each
15 elected official exceed 15.

16 (3) The number of members of the personal staff of the public service commission who are exempted by subsection
17 (1) may not exceed 10.

18 ~~(4) -- A person occupying an exempt position under 2-18-103 or this section may not receive an increase in~~
19 ~~compensation unless the person changes positions or successfully completes a probationary period in fiscal year 1988 or~~
20 ~~1989."~~

21 Section 3. Section 2-18-301, MCA, is amended to read:

22 "2-18-301. Purpose and intent of part -- rules. (1) The purpose of this part is to provide the compensation
23 necessary to attract and retain competent and qualified employees in order to perform the services the state is required
24 to provide to its citizens.

25 (2) It is the intent of the legislature that, for the biennium ending June 30, 1989 1991, the:

1 (a) pay schedules provided for in 2-18-312 through 2-18-315 supersede any other plan or systems established
2 through collective bargaining after the adjournment of the 58th 51st legislature;

3 (b) pay levels provided for in 2-18-312 through 2-18-315 may not be increased through collective bargaining after
4 adjournment of the 58th 51st legislature; and

5 (c) total funds required to implement the pay schedules provided for in 2-18-312 through 2-18-315 for any employee
6 group or bargaining unit may not be increased through collective bargaining over the amount appropriated by the 58th
7 51st legislature.

8 (3) The department shall administer the pay program established by the legislature on the basis of merit, internal
9 equity, and competitiveness to external labor markets when fiscally able.

10 (4) The department may promulgate rules not inconsistent with the provisions of this part, collective bargaining
11 statutes, or negotiated contracts to carry out the purposes of this part."

12 Section 4. Section 2-18-303, MCA, is amended to read:

13 "2-18-303. Procedures for utilizing pay schedate schedules. (1) The pay schedate schedules provided in 2-18-312
14 shall must be implemented as follows:

15 (a) The pay schedate schedules provided in 2-18-312 ~~indicates~~ indicate the annual compensation for the fiscal
16 years ending June 30, ~~1988~~ 1990, and June 30, ~~1989~~ 1991, for each grade and step for positions classified under the
17 provisions of part 2 of this chapter.

18 (b) Each new employee shall advance from step 1 to step 2 of a grade after successfully completing 6 months of
19 probationary service. The anniversary date of an employee shall must be established at the end of the probationary
20 period in accordance with rules promulgated by the department.

21 (c) (i) The compensation of each employee on the first day of the first pay period in fiscal year ~~1988~~ 1990 shall be
22 1990 is that amount ~~which-corresponds~~ corresponding to the grade and step occupied on the last day of the ~~preceeding~~
23 fiscal year of ~~1987~~ 1989.

24 (ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1989~~ 1991 shall be
25 1991 is that amount ~~which-corresponds~~ corresponding to the grade and step occupied on the last day of the fiscal year ~~1988~~

1 1990.

2 (2) The pay ~~schedate~~ schedules provided in 2-18-312 and the provisions of subsection (1) ~~of this section~~ do not
3 apply to those ~~institutional~~ teachers, liquor store occupations, or blue-collar occupations compensated under the pay
4 schedules provided in 2-18-313; ~~2-18-314; or~~ through 2-18-315.

5 (3) The pay schedules provided in 2-18-313; ~~2-18-314; or~~ through 2-18-315 ~~shall~~ must be implemented as follows:

6 (a) (i) The pay schedules provided for in 2-18-313 indicate the annual compensation for the contracted school term
7 for teachers employed ~~by institutions~~ under the authority of the department of institutions or the department of family
8 services for fiscal years ~~1988~~ 1990 and ~~1989~~ 1991.

9 (ii) The compensation of each teacher on the first day of the first pay period in July ~~1987 shall be~~ 1989 is that
10 amount ~~which corresponds~~ corresponding to his level of academic achievement and the step occupied on June 30, ~~1987~~ 1989.

11 (iii) The compensation of each teacher on the first day of the first pay period in July ~~1988 shall be~~ 1990 is that
12 amount ~~which corresponds~~ corresponding to his level of academic achievement and the step occupied on June 30, ~~1987~~ 1990.

13 (b) (i) The pay ~~schedate~~ schedules provided in 2-18-314 ~~indicates~~ indicate the maximum hourly compensation for
14 fiscal years ending June 30, ~~1988~~ 1990, and June 30, ~~1989~~ 1991, for those employees in liquor store occupations who have
15 collectively bargained separate classification and pay plans.

16 (ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1988~~ 1990 or ~~1989;~~
17 ~~as the case may be; shall be~~ 1991 is that amount ~~which corresponds~~ corresponding to that the grade occupied on the last
18 day of the preceding fiscal year.

19 (c) (i) The pay ~~schedate~~ schedules provided in 2-18-315 ~~indicates~~ indicate the maximum hourly compensation for
20 fiscal years ending June 30, ~~1988~~ 1990, and June 30, ~~1989~~ 1991, for employees in apprentice trades and crafts and other
21 blue-collar occupations recognized in the state blue-collar classification plan who are members of units that have
22 collectively bargained separate classification and pay plans.

23 (ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1988~~ 1990 or ~~1989;~~
24 ~~as the case may be; shall be~~ 1991 is that amount ~~which corresponds~~ corresponding to that the grade occupied on the last
25 day of the preceding fiscal year.

(4) (a) (i) No A member of a bargaining unit may not receive the amounts indicated in the respective pay schedules provided in 2-18-312 through 2-18-315 until the bargaining unit of which he is a member ratifies a completely integrated collective bargaining agreement covering the biennium ending June 30, ~~1989~~ 1991.

(ii) ~~In-the-event-that~~ If negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection (4)(a)(i) ~~of-this-section~~ are not completed by July 1, ~~1987~~ 1989, retroactivity to that date may be negotiated.

(iii) ~~In-the-event-that~~ If negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection (4)(a)(i) ~~of-this-section~~ are not completed by July 1, ~~1987~~ 1989, members of the bargaining unit involved ~~witt~~ must continue to receive the compensation they were receiving as of June 30, ~~1987~~ 1989.

(b) Methods of administration not inconsistent with the purpose of this part and necessary to properly implement the pay schedules provided in 2-18-312 through 2-18-315 may be provided for in collective bargaining agreements.

(5) The current wage or salary of an employee ~~shatt~~ may not be reduced by the implementation of the pay schedules provided for in 2-18-312 through 2-18-315.

(6) The department may authorize a separate pay schedule for medical doctors if the rates provided in 2-18-312 are not sufficient to attract and retain fully licensed and qualified physicians at the state institutions.

(7) The department may develop programs ~~which-witt~~ that enable the department to mitigate problems associated with difficult recruitment, retention, transfer, or other exceptional circumstances. Insofar as the program may apply to employees within a collective bargaining unit, it ~~shatt-be~~ is a negotiable subject under 39-31-305."

Section 5. Section 2-18-312, MCA, is amended to read:

"2-18-312. Statewide pay schedute schedules for fiscal years ~~1988~~ 1990 and ~~1989~~ 1991. (1) The statewide classification pay schedule for fiscal years-~~1988-and-1989~~ year 1990 is as follows:

Annual Hours -- 2080

Note: Includes Insurance

Pay Matrix -- State

Matrix Type -- Annual

STEP

GRADE	--1	--2	--3	--4	--5	--6	--7	--8	--9	--10	--11	--12	--13

1	1	9,392	10,099	10,301	10,507	10,717	10,931	11,150	11,373	11,600	11,832	12,069	12,310	12,552
2	2	9,874	10,617	10,829	11,046	11,267	11,492	11,722	11,956	12,195	12,439	12,688	12,942	13,198
3	3	10,398	11,181	11,405	11,633	11,866	12,103	12,345	12,592	12,844	13,101	13,363	13,630	13,898
4	4	10,971	11,797	12,033	12,274	12,519	12,769	13,024	13,284	13,550	13,821	14,097	14,379	14,654
5	5	11,600	12,476	12,726	12,981	13,241	13,506	13,776	14,052	14,333	14,620	14,912	15,210	15,518
6	6	12,295	13,220	13,484	13,754	14,029	14,310	14,596	14,888	15,186	15,490	15,800	16,116	16,438
7	7	13,062	14,045	14,326	14,613	14,905	15,203	15,507	15,817	16,133	16,456	16,785	17,121	17,464
8	8	13,889	14,934	15,233	15,538	15,849	16,166	16,489	16,819	17,155	17,498	17,848	18,205	18,568
9	9	14,807	15,922	16,240	16,565	16,896	17,234	17,579	17,931	18,290	18,656	19,029	19,410	19,798
10	10	15,813	17,003	17,343	17,690	18,044	18,405	18,773	19,148	19,531	19,922	20,320	20,726	21,138
11	11	16,912	18,185	18,549	18,920	19,298	19,684	20,078	20,480	20,890	21,308	21,734	22,169	22,612
12	12	18,128	19,493	19,883	20,281	20,687	21,101	21,523	21,953	22,392	22,840	23,297	23,763	24,238
13	13	19,464	20,929	21,348	21,775	22,211	22,655	23,108	23,570	24,041	24,522	25,012	25,512	26,022
14	14	21,140	22,731	23,186	23,650	24,123	24,605	25,097	25,599	26,111	26,633	27,166	27,709	28,262
15	15	22,885	24,608	25,100	25,602	26,114	26,636	27,169	27,712	28,266	28,831	29,408	29,996	30,594
16	16	24,846	26,716	27,250	27,795	28,351	28,918	29,496	30,086	30,688	31,302	31,928	32,567	33,218
17	17	26,967	28,997	29,577	30,169	30,772	31,387	32,015	32,655	33,308	33,974	34,653	35,346	36,054
18	18	29,312	31,518	32,148	32,791	33,447	34,116	34,798	35,494	36,204	36,928	37,667	38,420	39,188
19	19	31,888	34,288	34,974	35,673	36,386	37,114	37,856	38,613	39,385	40,173	40,976	41,796	42,632
20	20	34,701	37,313	38,059	38,820	39,596	40,388	41,196	42,020	42,860	43,717	44,591	45,481	46,388
21	21	37,795	40,640	41,453	42,282	43,128	43,991	44,871	45,768	46,683	47,617	48,570	49,541	50,530
22	22	41,191	44,291	45,177	46,081	47,003	47,943	48,902	49,880	50,878	51,896	52,934	53,991	55,068
23	23	44,986	48,286	49,252	50,237	51,242	52,267	53,312	54,378	55,465	56,574	57,704	58,855	60,028
24	24	48,988	52,675	53,729	54,804	55,900	57,018	58,158	59,320	60,504	61,710	62,938	64,188	65,460
25	25	53,471	57,496	58,646	59,819	61,015	62,235	63,480	64,750	66,045	67,366	68,713	70,086	71,485

		STEP												
	GRADE	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>
3	<u>1</u>	<u>10,132</u>	<u>10,839</u>	<u>11,041</u>	<u>11,247</u>	<u>11,457</u>	<u>11,671</u>	<u>11,890</u>	<u>12,113</u>	<u>12,340</u>	<u>12,572</u>	<u>12,809</u>	<u>13,050</u>	<u>13,542</u>
4	<u>2</u>	<u>10,614</u>	<u>11,357</u>	<u>11,569</u>	<u>11,786</u>	<u>12,007</u>	<u>12,232</u>	<u>12,462</u>	<u>12,696</u>	<u>12,935</u>	<u>13,179</u>	<u>13,428</u>	<u>13,682</u>	<u>14,200</u>
5	<u>3</u>	<u>11,138</u>	<u>11,921</u>	<u>12,145</u>	<u>12,373</u>	<u>12,606</u>	<u>12,843</u>	<u>13,085</u>	<u>13,332</u>	<u>13,584</u>	<u>13,841</u>	<u>14,103</u>	<u>14,370</u>	<u>14,915</u>
6	<u>4</u>	<u>11,711</u>	<u>12,537</u>	<u>12,773</u>	<u>13,014</u>	<u>13,259</u>	<u>13,509</u>	<u>13,764</u>	<u>14,024</u>	<u>14,290</u>	<u>14,561</u>	<u>14,837</u>	<u>15,119</u>	<u>15,694</u>
7	<u>5</u>	<u>12,343</u>	<u>13,216</u>	<u>13,466</u>	<u>13,721</u>	<u>13,981</u>	<u>14,246</u>	<u>14,516</u>	<u>14,792</u>	<u>15,073</u>	<u>15,360</u>	<u>15,652</u>	<u>15,950</u>	<u>16,558</u>
8	<u>6</u>	<u>13,035</u>	<u>13,960</u>	<u>14,224</u>	<u>14,494</u>	<u>14,769</u>	<u>15,050</u>	<u>15,336</u>	<u>15,628</u>	<u>15,926</u>	<u>16,230</u>	<u>16,540</u>	<u>16,856</u>	<u>17,501</u>
9	<u>7</u>	<u>13,802</u>	<u>14,785</u>	<u>15,066</u>	<u>15,353</u>	<u>15,645</u>	<u>15,943</u>	<u>16,247</u>	<u>16,557</u>	<u>16,873</u>	<u>17,196</u>	<u>17,525</u>	<u>17,861</u>	<u>18,546</u>
10	<u>8</u>	<u>14,629</u>	<u>15,674</u>	<u>15,973</u>	<u>16,278</u>	<u>16,589</u>	<u>16,906</u>	<u>17,229</u>	<u>17,559</u>	<u>17,895</u>	<u>18,238</u>	<u>18,588</u>	<u>18,945</u>	<u>19,673</u>
11	<u>9</u>	<u>15,547</u>	<u>16,662</u>	<u>16,980</u>	<u>17,305</u>	<u>17,636</u>	<u>17,974</u>	<u>18,319</u>	<u>18,671</u>	<u>19,030</u>	<u>19,396</u>	<u>19,769</u>	<u>20,150</u>	<u>20,926</u>
12	<u>10</u>	<u>16,553</u>	<u>17,743</u>	<u>18,083</u>	<u>18,430</u>	<u>18,784</u>	<u>19,145</u>	<u>19,513</u>	<u>19,888</u>	<u>20,271</u>	<u>20,662</u>	<u>21,060</u>	<u>21,466</u>	<u>22,295</u>
13	<u>11</u>	<u>17,652</u>	<u>18,925</u>	<u>19,289</u>	<u>19,660</u>	<u>20,038</u>	<u>20,424</u>	<u>20,818</u>	<u>21,220</u>	<u>21,630</u>	<u>22,048</u>	<u>22,474</u>	<u>22,909</u>	<u>23,796</u>
14	<u>12</u>	<u>18,868</u>	<u>20,233</u>	<u>20,623</u>	<u>21,021</u>	<u>21,427</u>	<u>21,841</u>	<u>22,263</u>	<u>22,693</u>	<u>23,132</u>	<u>23,580</u>	<u>24,037</u>	<u>24,503</u>	<u>25,477</u>
15	<u>13</u>	<u>20,204</u>	<u>21,669</u>	<u>22,088</u>	<u>22,515</u>	<u>22,951</u>	<u>23,395</u>	<u>23,848</u>	<u>24,310</u>	<u>24,788</u>	<u>25,281</u>	<u>25,783</u>	<u>26,295</u>	<u>27,341</u>
16	<u>14</u>	<u>21,880</u>	<u>23,471</u>	<u>23,926</u>	<u>24,390</u>	<u>24,872</u>	<u>25,366</u>	<u>25,870</u>	<u>26,384</u>	<u>26,909</u>	<u>27,444</u>	<u>27,991</u>	<u>28,547</u>	<u>29,683</u>
17	<u>15</u>	<u>23,625</u>	<u>25,369</u>	<u>25,873</u>	<u>26,388</u>	<u>26,912</u>	<u>27,447</u>	<u>27,994</u>	<u>28,550</u>	<u>29,118</u>	<u>29,697</u>	<u>30,289</u>	<u>30,891</u>	<u>32,121</u>
18	<u>16</u>	<u>25,613</u>	<u>27,529</u>	<u>28,077</u>	<u>28,635</u>	<u>29,205</u>	<u>29,786</u>	<u>30,379</u>	<u>30,984</u>	<u>31,601</u>	<u>32,230</u>	<u>32,872</u>	<u>33,527</u>	<u>34,862</u>
19	<u>17</u>	<u>27,787</u>	<u>29,867</u>	<u>30,462</u>	<u>31,069</u>	<u>31,687</u>	<u>32,317</u>	<u>32,961</u>	<u>33,617</u>	<u>34,286</u>	<u>34,969</u>	<u>35,665</u>	<u>36,375</u>	<u>37,825</u>
20	<u>18</u>	<u>30,190</u>	<u>32,451</u>	<u>33,097</u>	<u>33,756</u>	<u>34,429</u>	<u>35,114</u>	<u>35,813</u>	<u>36,527</u>	<u>37,255</u>	<u>37,997</u>	<u>38,754</u>	<u>39,526</u>	<u>41,101</u>
21	<u>19</u>	<u>32,831</u>	<u>35,291</u>	<u>35,994</u>	<u>36,710</u>	<u>37,441</u>	<u>38,187</u>	<u>38,948</u>	<u>39,724</u>	<u>40,515</u>	<u>41,323</u>	<u>42,146</u>	<u>42,986</u>	<u>42,986</u>
22	<u>20</u>	<u>35,714</u>	<u>38,391</u>	<u>39,156</u>	<u>39,936</u>	<u>40,731</u>	<u>41,543</u>	<u>42,371</u>	<u>43,216</u>	<u>44,077</u>	<u>44,955</u>	<u>45,851</u>	<u>45,851</u>	<u>45,851</u>
23	<u>21</u>	<u>38,885</u>	<u>41,802</u>	<u>42,635</u>	<u>43,485</u>	<u>44,352</u>	<u>45,236</u>	<u>46,138</u>	<u>47,058</u>	<u>47,996</u>	<u>48,953</u>	<u>48,953</u>	<u>48,953</u>	<u>48,953</u>
24	<u>22</u>	<u>42,366</u>	<u>45,544</u>	<u>46,452</u>	<u>47,379</u>	<u>48,324</u>	<u>49,287</u>	<u>50,270</u>	<u>51,273</u>	<u>52,295</u>	<u>52,295</u>	<u>52,295</u>	<u>52,295</u>	<u>52,295</u>
25	<u>23</u>	<u>46,174</u>	<u>49,639</u>	<u>50,629</u>	<u>51,638</u>	<u>52,669</u>	<u>53,719</u>	<u>54,790</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>

1	<u>24</u>	<u>50,358</u>	<u>54,137</u>	<u>55,218</u>	<u>56,320</u>	<u>57,443</u>	<u>58,589</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>
2	<u>25</u>	<u>54,953</u>	<u>59,079</u>	<u>60,258</u>	<u>61,460</u>	<u>62,686</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>

(2) The statewide classification pay schedule for fiscal year 1991 is as follows:

Annual Hours -- 2080

Note: Includes Insurance

Pay Matrix -- State

Matrix Type -- Annual

STEP

<u>GRADE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>
1	<u>10,932</u>	<u>11,639</u>	<u>11,841</u>	<u>12,047</u>	<u>12,257</u>	<u>12,471</u>	<u>12,690</u>	<u>12,913</u>	<u>13,140</u>	<u>13,372</u>	<u>13,609</u>	<u>13,850</u>	<u>14,342</u>
2	<u>11,414</u>	<u>12,157</u>	<u>12,369</u>	<u>12,586</u>	<u>12,807</u>	<u>13,032</u>	<u>13,262</u>	<u>13,496</u>	<u>13,735</u>	<u>13,979</u>	<u>14,228</u>	<u>14,482</u>	<u>15,000</u>
3	<u>11,938</u>	<u>12,721</u>	<u>12,945</u>	<u>13,173</u>	<u>13,406</u>	<u>13,643</u>	<u>13,885</u>	<u>14,132</u>	<u>14,384</u>	<u>14,641</u>	<u>14,903</u>	<u>15,170</u>	<u>15,715</u>
4	<u>12,511</u>	<u>13,337</u>	<u>13,573</u>	<u>13,814</u>	<u>14,059</u>	<u>14,309</u>	<u>14,564</u>	<u>14,824</u>	<u>15,090</u>	<u>15,361</u>	<u>15,637</u>	<u>15,919</u>	<u>16,494</u>
5	<u>13,143</u>	<u>14,016</u>	<u>14,266</u>	<u>14,521</u>	<u>14,781</u>	<u>15,046</u>	<u>15,316</u>	<u>15,592</u>	<u>15,873</u>	<u>16,160</u>	<u>16,452</u>	<u>16,750</u>	<u>17,358</u>
6	<u>13,835</u>	<u>14,760</u>	<u>15,024</u>	<u>15,294</u>	<u>15,569</u>	<u>15,850</u>	<u>16,136</u>	<u>16,428</u>	<u>16,726</u>	<u>17,030</u>	<u>17,340</u>	<u>17,656</u>	<u>18,301</u>
7	<u>14,602</u>	<u>15,585</u>	<u>15,866</u>	<u>16,153</u>	<u>16,445</u>	<u>16,743</u>	<u>17,047</u>	<u>17,357</u>	<u>17,673</u>	<u>17,996</u>	<u>18,325</u>	<u>18,661</u>	<u>19,346</u>
8	<u>15,429</u>	<u>16,474</u>	<u>16,773</u>	<u>17,078</u>	<u>17,389</u>	<u>17,706</u>	<u>18,029</u>	<u>18,359</u>	<u>18,695</u>	<u>19,038</u>	<u>19,388</u>	<u>19,745</u>	<u>20,473</u>
9	<u>16,347</u>	<u>17,462</u>	<u>17,780</u>	<u>18,105</u>	<u>18,436</u>	<u>18,774</u>	<u>19,119</u>	<u>19,471</u>	<u>19,830</u>	<u>20,196</u>	<u>20,569</u>	<u>20,950</u>	<u>21,726</u>
10	<u>17,353</u>	<u>18,543</u>	<u>18,883</u>	<u>19,230</u>	<u>19,584</u>	<u>19,945</u>	<u>20,313</u>	<u>20,688</u>	<u>21,071</u>	<u>21,462</u>	<u>21,860</u>	<u>22,266</u>	<u>23,095</u>
11	<u>18,452</u>	<u>19,725</u>	<u>20,089</u>	<u>20,460</u>	<u>20,838</u>	<u>21,224</u>	<u>21,618</u>	<u>22,020</u>	<u>22,430</u>	<u>22,848</u>	<u>23,274</u>	<u>23,709</u>	<u>24,596</u>
12	<u>19,668</u>	<u>21,033</u>	<u>21,423</u>	<u>21,821</u>	<u>22,227</u>	<u>22,641</u>	<u>23,063</u>	<u>23,493</u>	<u>23,932</u>	<u>24,380</u>	<u>24,839</u>	<u>25,317</u>	<u>26,315</u>
13	<u>21,004</u>	<u>22,469</u>	<u>22,888</u>	<u>23,315</u>	<u>23,751</u>	<u>24,195</u>	<u>24,648</u>	<u>25,119</u>	<u>25,609</u>	<u>26,114</u>	<u>26,629</u>	<u>27,153</u>	<u>28,226</u>
14	<u>22,680</u>	<u>24,271</u>	<u>24,726</u>	<u>25,201</u>	<u>25,695</u>	<u>26,201</u>	<u>26,718</u>	<u>27,245</u>	<u>27,783</u>	<u>28,331</u>	<u>28,892</u>	<u>29,462</u>	<u>30,626</u>
15	<u>24,425</u>	<u>26,204</u>	<u>26,721</u>	<u>27,249</u>	<u>27,786</u>	<u>28,334</u>	<u>28,895</u>	<u>29,465</u>	<u>30,047</u>	<u>30,640</u>	<u>31,247</u>	<u>31,864</u>	<u>33,125</u>
16	<u>26,454</u>	<u>28,418</u>	<u>28,980</u>	<u>29,552</u>	<u>30,136</u>	<u>30,732</u>	<u>31,339</u>	<u>31,960</u>	<u>32,592</u>	<u>33,237</u>	<u>33,895</u>	<u>34,566</u>	<u>35,935</u>
17	<u>28,683</u>	<u>30,815</u>	<u>31,425</u>	<u>32,047</u>	<u>32,680</u>	<u>33,326</u>	<u>33,986</u>	<u>34,658</u>	<u>35,344</u>	<u>36,044</u>	<u>36,758</u>	<u>37,485</u>	<u>38,972</u>
18	<u>31,146</u>	<u>33,463</u>	<u>34,125</u>	<u>34,801</u>	<u>35,491</u>	<u>36,193</u>	<u>36,909</u>	<u>37,641</u>	<u>38,387</u>	<u>39,148</u>	<u>39,924</u>	<u>40,715</u>	<u>42,330</u>

1	19	<u>33,853</u>	<u>36,374</u>	<u>37,095</u>	<u>37,829</u>	<u>38,578</u>	<u>39,343</u>	<u>40,123</u>	<u>40,918</u>	<u>41,729</u>	<u>42,557</u>	<u>43,401</u>	<u>44,262</u>	<u>44,262</u>
2	20	<u>36,808</u>	<u>39,552</u>	<u>40,336</u>	<u>41,135</u>	<u>41,950</u>	<u>42,783</u>	<u>43,631</u>	<u>44,497</u>	<u>45,380</u>	<u>46,280</u>	<u>47,198</u>	<u>47,198</u>	<u>47,198</u>
3	21	<u>40,058</u>	<u>43,048</u>	<u>43,902</u>	<u>44,773</u>	<u>45,662</u>	<u>46,568</u>	<u>47,492</u>	<u>48,435</u>	<u>49,397</u>	<u>50,378</u>	<u>50,378</u>	<u>50,378</u>	<u>50,378</u>
4	22	<u>43,626</u>	<u>46,884</u>	<u>47,814</u>	<u>48,764</u>	<u>49,733</u>	<u>50,720</u>	<u>51,728</u>	<u>52,756</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>
5	23	<u>47,529</u>	<u>51,081</u>	<u>52,096</u>	<u>53,130</u>	<u>54,187</u>	<u>55,263</u>	<u>56,361</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>
6	24	<u>51,818</u>	<u>55,691</u>	<u>56,799</u>	<u>57,929</u>	<u>59,080</u>	<u>60,255</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>
7	25	<u>56,528</u>	<u>60,757</u>	<u>61,965</u>	<u>63,198</u>	<u>64,454</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>

Section 6. Section 2-18-313, MCA, is amended to read:

"2-18-313. Institutional teachers' Teachers' pay schedules. The department of institutions shall adjust the 1987 pay schedules for institutional teachers so that the cost of implementing the adjusted schedules is equal to the appropriation provided for in section 3, Chapter 62, Laws of 1987. The adjusted schedules must be applied as provided in 2-18-303: (1) (a) The 12-month pay schedule for teachers for fiscal year 1990 is as follows:

Annual Hours -- 2080

Note: Includes Insurance

Term -- Twelve Months

Matrix Type -- Annual

Education Level

	<u>STEP</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
16	<u>1</u>	<u>21,228</u>	<u>21,870</u>	<u>22,529</u>	<u>22,850</u>	<u>23,173</u>	<u>23,832</u>
17	<u>2</u>	<u>21,983</u>	<u>22,699</u>	<u>23,416</u>	<u>23,775</u>	<u>24,134</u>	<u>24,859</u>
18	<u>3</u>	<u>22,738</u>	<u>23,529</u>	<u>24,302</u>	<u>24,706</u>	<u>25,110</u>	<u>25,905</u>
19	<u>4</u>	<u>23,494</u>	<u>24,362</u>	<u>25,206</u>	<u>25,652</u>	<u>26,097</u>	<u>26,949</u>
20	<u>5</u>	<u>24,247</u>	<u>25,206</u>	<u>26,115</u>	<u>26,598</u>	<u>27,084</u>	<u>27,995</u>
21	<u>6</u>	<u>25,016</u>	<u>26,060</u>	<u>27,027</u>	<u>27,548</u>	<u>28,071</u>	<u>29,041</u>
22	<u>7</u>	<u>25,786</u>	<u>26,908</u>	<u>27,934</u>	<u>28,496</u>	<u>29,056</u>	<u>30,083</u>
23	<u>8</u>	<u>26,561</u>	<u>27,760</u>	<u>28,847</u>	<u>29,446</u>	<u>30,045</u>	<u>31,127</u>
24	<u>9</u>	<u>27,335</u>	<u>28,610</u>	<u>29,756</u>	<u>30,392</u>	<u>31,033</u>	<u>32,172</u>

1	<u>10</u>	<u>28,108</u>	<u>29,464</u>	<u>30,664</u>	<u>31,340</u>	<u>32,018</u>	<u>33,218</u>
2	<u>11</u>	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>
3	<u>12</u>	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>
4	<u>13</u>	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>

(b) The 9-month pay schedule for teachers for fiscal year 1990 is as follows:

Annual Hours -- 1480

Note: Includes Insurance

Term -- Nine Months

Matrix Type -- Annual

Education Level

	<u>STEP</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
10	<u>1</u>	<u>16,451</u>	<u>16,933</u>	<u>17,427</u>	<u>17,668</u>	<u>17,910</u>	<u>18,404</u>
11	<u>2</u>	<u>17,017</u>	<u>17,554</u>	<u>18,092</u>	<u>18,361</u>	<u>18,631</u>	<u>19,168</u>
12	<u>3</u>	<u>17,583</u>	<u>18,176</u>	<u>18,757</u>	<u>19,056</u>	<u>19,352</u>	<u>19,933</u>
13	<u>4</u>	<u>18,151</u>	<u>18,801</u>	<u>19,422</u>	<u>19,749</u>	<u>20,074</u>	<u>20,697</u>
14	<u>5</u>	<u>18,715</u>	<u>19,422</u>	<u>20,087</u>	<u>20,441</u>	<u>20,796</u>	<u>21,463</u>
15	<u>6</u>	<u>19,283</u>	<u>20,047</u>	<u>20,755</u>	<u>21,136</u>	<u>21,518</u>	<u>22,228</u>
16	<u>7</u>	<u>19,846</u>	<u>20,667</u>	<u>21,418</u>	<u>21,829</u>	<u>22,239</u>	<u>22,990</u>
17	<u>8</u>	<u>20,414</u>	<u>21,291</u>	<u>22,086</u>	<u>22,524</u>	<u>22,963</u>	<u>23,754</u>
18	<u>9</u>	<u>20,980</u>	<u>21,913</u>	<u>22,751</u>	<u>23,217</u>	<u>23,685</u>	<u>24,519</u>
19	<u>10</u>	<u>21,546</u>	<u>22,537</u>	<u>23,416</u>	<u>23,910</u>	<u>24,406</u>	<u>25,304</u>
20	<u>11</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>
21	<u>12</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>
22	<u>13</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>

(2) (a) The 12-month pay schedule for teachers for fiscal year 1991 is as follows:

Annual Hours -- 2080

Note: Includes Insurance

Term -- Twelve Months

Matrix Type -- Annual

		<u>Education Level</u>					
	<u>STEP</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
1							
2							
3	<u>1</u>	<u>22,028</u>	<u>22,670</u>	<u>23,329</u>	<u>23,650</u>	<u>23,973</u>	<u>24,632</u>
4	<u>2</u>	<u>22,783</u>	<u>23,499</u>	<u>24,216</u>	<u>24,575</u>	<u>24,938</u>	<u>25,681</u>
5	<u>3</u>	<u>23,538</u>	<u>24,329</u>	<u>25,111</u>	<u>25,525</u>	<u>25,939</u>	<u>26,754</u>
6	<u>4</u>	<u>24,294</u>	<u>25,172</u>	<u>26,037</u>	<u>26,494</u>	<u>26,950</u>	<u>27,824</u>
7	<u>5</u>	<u>25,054</u>	<u>26,037</u>	<u>26,969</u>	<u>27,464</u>	<u>27,962</u>	<u>28,896</u>
8	<u>6</u>	<u>25,842</u>	<u>26,913</u>	<u>27,904</u>	<u>28,438</u>	<u>28,974</u>	<u>29,968</u>
9	<u>7</u>	<u>26,632</u>	<u>27,782</u>	<u>28,833</u>	<u>29,409</u>	<u>29,983</u>	<u>31,036</u>
10	<u>8</u>	<u>27,426</u>	<u>28,655</u>	<u>29,769</u>	<u>30,383</u>	<u>30,997</u>	<u>32,106</u>
11	<u>9</u>	<u>28,219</u>	<u>29,526</u>	<u>30,701</u>	<u>31,353</u>	<u>32,010</u>	<u>33,177</u>
12	<u>10</u>	<u>29,012</u>	<u>30,402</u>	<u>31,632</u>	<u>32,325</u>	<u>33,019</u>	<u>34,249</u>
13	<u>11</u>	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>
14	<u>12</u>	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>
15	<u>13</u>	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>

(b) The 9-month pay schedule for teachers for fiscal year 1991 is as follows:

Annual Hours -- 1480

Note: Includes Insurance

Term -- Nine Months

Matrix Type -- Annual

		<u>Education Level</u>					
	<u>STEP</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
19							
20							
21	<u>1</u>	<u>17,251</u>	<u>17,733</u>	<u>18,227</u>	<u>18,468</u>	<u>18,710</u>	<u>19,204</u>
22	<u>2</u>	<u>17,817</u>	<u>18,354</u>	<u>18,892</u>	<u>19,161</u>	<u>19,431</u>	<u>19,968</u>
23	<u>3</u>	<u>18,383</u>	<u>18,976</u>	<u>19,557</u>	<u>19,856</u>	<u>20,152</u>	<u>20,733</u>
24	<u>4</u>	<u>18,951</u>	<u>19,601</u>	<u>20,222</u>	<u>20,549</u>	<u>20,874</u>	<u>21,497</u>
25	<u>5</u>	<u>19,515</u>	<u>20,222</u>	<u>20,887</u>	<u>21,241</u>	<u>21,596</u>	<u>22,263</u>

1	<u>6</u>	<u>20,083</u>	<u>20,847</u>	<u>21,555</u>	<u>21,936</u>	<u>22,318</u>	<u>23,028</u>
2	<u>7</u>	<u>20,646</u>	<u>21,467</u>	<u>22,218</u>	<u>22,629</u>	<u>23,039</u>	<u>23,790</u>
3	<u>8</u>	<u>21,214</u>	<u>22,091</u>	<u>22,886</u>	<u>23,324</u>	<u>23,763</u>	<u>24,554</u>
4	<u>9</u>	<u>21,780</u>	<u>22,713</u>	<u>23,551</u>	<u>24,017</u>	<u>24,485</u>	<u>25,333</u>
5	<u>10</u>	<u>22,346</u>	<u>23,337</u>	<u>24,216</u>	<u>24,710</u>	<u>25,217</u>	<u>26,138</u>
6	<u>11</u>	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>
7	<u>12</u>	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>
8	<u>13</u>	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>

Section 7. Section 2-18-314, MCA, is amended to read:

"2-18-314. Liquor store occupations pay schedule schedules. (1) The pay schedule for liquor store occupations for fiscal years ~~1988 and 1989~~ year 1990 is as follows:

Annual Hours -- 2080

Note: With Insurance

Pay Matrix -- Retail Clerk

Matrix Type -- Hourly

Grade

\$/Hour

W/Ins.

L1

6:000 0.000

L2

7:689 8.040

L3

8:189 8.540

L4

8:463 8.820

L5

8:753 9.110

L6

9:363 9.720

L7

10:023 10.380

L8

10:773 11.130

(2) The pay schedule for liquor store occupations for fiscal year 1991 is as follows:

Annual Hours -- 2080

Note: With Insurance

Pay Matrix -- Retail ClerkMatrix Type -- HourlyGrade\$/HourW/Ins.

-

0.000L18.425L28.925L39.205L49.495L510.105L610.765L711.515"L8

Section 8. Section 2-18-315, MCA, is amended to read:

"2-18-315. Blue-collar pay schedule schedules. (1) The pay schedule for blue-collar workers for fiscal years--1988 and 1989 year 1990 is as follows:

Annual Hours -- 2080

Note: With Insurance

Pay Matrix -- Blue-Collar

Matrix Type -- Hourly

Grade\$/HourW/Ins.

B1

8-153 8.51

B2

8-553 8.91

B3

8-953 9.31

B4

9-353 9.71

B5

9-753 10.11

B6

10-153 10.51

B7

10-553 10.91

1	B8	+8-958 <u>11.31</u>
2	B9	+1-858 <u>11.71</u>
3	B10	+1-758 <u>12.11</u>
4	B11	+2-158 <u>12.51</u>
5	B12	+2-558 <u>12.91</u>
6	B00	+2-958 <u>13.31</u>

(2) The pay schedule for blue-collar workers for fiscal year 1991 is as follows:

<u>Annual Hours -- 2080</u>	<u>Note: With Insurance</u>
<u>Pay Matrix -- Blue-Collar</u>	<u>Matrix Type -- Hourly</u>
<u>Grade</u>	<u>\$/Hour</u>
--	<u>W/Ins.</u>
<u>B1</u>	<u>8.90</u>
<u>B2</u>	<u>9.25</u>
<u>B3</u>	<u>9.65</u>
<u>B4</u>	<u>10.05</u>
<u>B5</u>	<u>10.45</u>
<u>B6</u>	<u>10.85</u>
<u>B7</u>	<u>11.25</u>
<u>B8</u>	<u>11.65</u>
<u>B9</u>	<u>12.05</u>
<u>B10</u>	<u>12.45</u>
<u>B11</u>	<u>12.85</u>
<u>B12</u>	<u>13.25</u>
<u>B00</u>	<u>13.65"</u>

Section 9. Section 2-18-702, MCA, is amended to read:

1 "2-18-702. Group insurance for public employees and officers. (1) All counties, cities, towns, school districts,
2 and the board of regents shall upon approval by two-thirds vote of their respective officers and employees enter into
3 group hospitalization, medical, health, including long-term disability, accident, and/or group life insurance contracts
4 or plans for the benefit of their officers and employees and their dependents.

5 (2) State employees and elected officials, as defined in 2-18-701, may participate in such state employee group
6 benefit plans as are provided for under part 8 of this chapter.

7 (3) For state officers and employees, the premiums required from time to time to maintain the insurance in force
8 shall be paid by the insured officers and employees, and the auditor shall deduct the premiums from the salary or wages
9 of each officer or employee who elects to become insured, on the officer's or employee's written order, and issue his
10 warrant therefor to the insurer.

11 (4) For the purpose of this section, the plans of health service corporations for defraying or assuming the cost
12 of professional services of licentiates in the field of health or the services of hospitals, clinics, or sanitariums or
13 both professional and hospital services shall be construed as group insurance and the dues payable under such plans
14 shall be construed as premiums therefor.

15 (5) If the board of regents implements an alternative to conventional insurance to provide group benefits to its
16 employees, the board shall maintain the alternative plan on an actuarially sound basis."

17 Section 10. Section 2-18-703, MCA, is amended to read:

18 "2-18-703. Contributions. (1) Each agency, as defined in 2-18-601, shall contribute the amount specified in this
19 section towards the group benefits cost.

20 (2) For employees defined in 2-18-701, other than members of collective bargaining units, and for members of the
21 legislature, the employer contribution for group benefits shall be \$15 per month for the fiscal years year ending
22 June 30, 1988 1990, and \$150 per month for the fiscal year ending June 30, 1989 1991, and \$15-per-month for each fiscal
23 year thereafter. Permanent part-time employees who are regularly scheduled to work less than 20 hours a week are not
24 eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit
25 plan may not receive the state contribution as wages. A portion of the employer contribution for group benefits may be

1 applied to an employee's costs for participation in Part B of medicare under Title XVIII of the Social Security Act of
2 1965, as amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

3 (3) For employees of elementary and high school districts and of local government units, the employer's premium
4 contributions may exceed but may not be less than \$10 per month.

5 (4) Unused employer contributions for any state employee shall must be transferred to an account established for
6 this purpose by the department of administration and upon such transfer may be used to offset losses occurring to the
7 group of which the employee is eligible to be a member."

8 NEW SECTION. Section 11. **Committee on state employee compensation.** (1) (a) There is a committee on state employee
9 compensation.

10 (b) The governor shall appoint seven members to the committee. Two of the members must be representatives of
11 employee organizations and have knowledge of or experience in negotiating the pay schedules provided in 2-18-312 through
12 2-18-315.

13 (c) The president of the senate shall appoint one senator and the speaker of the house of representatives shall
14 appoint one representative to the committee.

15 (2) A committee member shall serve until the committee terminates on July 1, 1991. A vacancy on the committee
16 must be filled in the same manner as the original appointment.

17 (3) The governor shall appoint the chairman and vice chairman of the committee. The committee shall meet upon the
18 call of the chairman or at the request of five members. Five members constitute a quorum to transact business.

19 (4) A member is entitled to compensation as provided in 2-15-122(5).

20 (5) The committee shall:

21 (a) examine policies governing state employee compensation in Montana;

22 (b) study compensation policies of other comparable governmental and private sector entities;

23 (c) review professional literature and research on compensation issues;

24 (d) analyze and assess various components of the Montana state employee compensation system;

25 (e) identify problems with the state employee compensation system and options for resolving these problems. State

employees and managers may be surveyed to assist in identifying these problems and options.

(f) develop recommendations to maximize employee productivity and promote quality governmental services within available funding; and

(g) report its findings, recommendations, and any proposed legislation to the governor and the 52nd legislature.

(6) The state personnel division, department of administration, shall provide staff assistance to the committee.

NEW SECTION. Section 12. **Appropriation.** (1) (a) In addition to the appropriation in House Bill No. 100, there is appropriated \$16,900,000 to the office of budget and program planning from the general fund for the biennium ending June 30, 1991, to implement [this act] as it pertains to judicial and executive branch agencies.

(b) To implement [this act], the office of budget and program planning shall increase the expenditure authority of judicial and executive branch agencies by \$16,450,000 for the biennium ending June 30, 1991, from funds other than from the general fund that accrue under the provisions of law to the respective agencies.

(2) The following money is appropriated to the listed agencies:

	Fiscal 1990		Fiscal 1991	
	General	State Special	General	State Special
	Fund	Revenue	Fund	Revenue
Legislative Auditor	\$ 52,426		\$109,735	
Legislative Council	38,221		89,293	
Legislative Fiscal Analyst	18,550		38,055	
Environmental Quality Council	5,329	\$ 81	11,119	\$ 164
Consumer Counsel		5,154		10,851
Total	\$114,526	\$5,235	\$248,202	\$11,015

(3) The appropriations in this section are subject to the provisions of House Bill No. 100.

(4) No money is appropriated in this section for salary increases for Montana university system contract faculty.

NEW SECTION. Section 13. **Extension of authority.** Any existing authority to make rules on the subject of the

1 provisions of [this act] is extended to the provisions of [this act].

2 NEW SECTION. Section 14. **Effective dates.** (1) Except as provided in subsection (2), [this act] is effective on
3 passage and approval.

4 (2) [Section 2] is effective July 1, 1989.

-End-

23

CHAIRMAN--FRANCIS BARDANOUVE
NORMAL SCHEDULE==> SITE: ROOM 104

DAYS: M,T,W,T,F

TIME: 8:00 A.M.

SECRETARY-SYLVIA KINSEY

BILL NO	REFER DATE	HEARING DATE	CONSIDERATION DATES	COMMITTEE ACTION	REREFERRED TO COMM	DATE OUT
HB0782 QUILICI, JOE	3/17	3/20	REVISE FORENSICS FUNCTIONS OF JUSTICE	PASS AS AMENDED		3/23
HB0784 NISBET, JERRY	3/18	3/20	APPROPRIATING FUNDS FOR SALARY INCREASES FOR SCHOOL FOR DEAF & BLIND FACULTY	TABLED		
HB0785 MERCER, JOHN	3/18	3/20	BONDS FOR UNIVERSITY BUILDINGS	PASS AS AMENDED		3/22
HB0786 ADDY, KELLY	3/18	3/20	ESTABLISHING COMPENSATION LEVELS FOR FY 90 AND 91 FOR STATE EMPLOYEES	PASS AS AMENDED		3/21
HB0788 WALLIN, NORM	3/18		APPROPRIATION FOR SCIENTIFIC RESEARCH	TABLED		
HB0789 CONNELLY, MARY ELLEN	3/21	3/22	ACCEPT POWER-TOBIN MANSION	PASS AS AMENDED		3/23
HJ0021 SPAETH, GARY	2/09	2/15	JOINT RESOLUTION FOR SUPPLEMENTAL APPROPRIATION FOR MT VETERANS' FACILITIES	DO PASS		2/16

hC

MINUTES

MONTANA HOUSE OF REPRESENTATIVES 51st LEGISLATURE - REGULAR SESSION

COMMITTEE ON APPROPRIATIONS

Call to Order: By Chairman Bardanouve, on March 20, 1989, at
8:12 a.m.

ROLL CALL

Members Present: All

Members Excused: None

Members Absent: None

Staff Present: Judy Rippingale, Judy Waldron

Announcements/Discussion: None

HEARING ON HOUSE BILL 780

AM ACT STATUTORILY CREATING THE JUNK VEHICLE DISPOSAL ACCOUNT;
PROVIDING FOR DEPOSIT OF JUNK VEHICLE FEES IN THE ACCOUNT;
PROVIDING THAT INTEREST AND INCOME EARNED ON THE ACCOUNT BE
CREDITED TO THE ACCOUNT; ALLOWING THE DEPARTMENT OF HEALTH AND
ENVIRONMENTAL SCIENCES AUTHORITY TO ESTABLISH JUNK VEHICLE RULES
NO LATER THAN OCTOBER 1, 1989; PROVIDING AN APPROPRIATION FOR THE
ACCOUNT; AND AMENDING SECTIONS 61-3-508 AND 75-10-532, MCA; AND
PROVIDING AN IMMEDIATE EFFECTIVE DATE."

Presentation and Opening Statement by Sponsor:

Representative Darko, House District 2, Libby, and Chief Sponsor of House Bill 780 said this was a Junk Vehicle Bill. She said she had put this bill in after the fee increase went down on the floor. She said this bill would statutorily establish the Junk Vehicle Disposal account. She said while it would provide for deposit of the fees in the account, the interest income earned would remain in the account, and put the appropriation of \$500,000 we robbed two sessions ago back into the account. She said the Junk Vehicle Account will not survive without an influx of money. She said they are currently about \$200,000 short of providing the grants to the counties.

Testifying Proponents and Who They Represent:

Henry Lahr, owner and operator of Hank's Salvage and Recycling in Townsend.

Representative Grady asked to be listed as a proponent for the bill.

Closing by Sponsor: Representative Darko closed by saying she would encourage the committee to keep the language since she felt it was important to keep that fund solvent, and if the interest can stay in the account they would not have to raise the fees. She said they have been spending more than they have been taking in since 1983. Because of the initial "slush" fund they had built up they were able to keep operating, but when the \$500,000 was taken out, it but a big dent in the budget.

Chairman Bardanouve declared the hearing on House Bill 780 closed.

The meeting was recessed until 10 A.M. since all sponsors were in another meeting.

HEARING ON HOUSE BILL 786

AN ACT GENERALLY REVISING PROVISIONS CONCERNING PERSONNEL CLASSIFICATION AND COMPENSATION FOR STATE EMPLOYEES; CLARIFYING THAT TEACHERS EMPLOYED BY THE DEPARTMENT OF FAMILY SERVICES ARE EXEMPT FROM THE STATE PERSONNEL CLASSIFICATION PLAN; REMOVING THE PROVISION FREEZING THE COMPENSATION OF EMPLOYEES WHO ARE EXEMPT FROM THE CLASSIFICATION PLAN; PROVIDING PAY SCHEDULES FOR FISCAL YEARS 1990 AND 1991 FOR CERTAIN STATE EMPLOYEES; REQUIRING THE BOARD OF REGENTS TO MAINTAIN ITS GROUP BENEFITS PLAN ON AN ACTUARILLY SOUND BASIS; ESTABLISHING EMPLOYER CONTRIBUTION LEVELS FOR GROUP BENEFITS FOR FISCAL YEARS 1990 AND THEREAFTER; CREATING A COMMITTEE ON STATE EMPLOYEE COMPENSATION; APPROPRIATING FUNDS FOR PAYMENT OF COMPENSATION AND GROUP BENEFITS; AMENDING SECTIONS 2-18-103, 2-18-104, 1-18-301, 2-18-303, 2-18-312 THROUGH 1-18-315, 2-18-702, AND 2-18-703, MCA; AND PROVIDING EFFECTIVE DATES."

Presentation and Opening Statement by Sponsor:

(213) Representative Addy, House District 94, Billings, and Chief Sponsor of House Bill 786, and chairman of the Pay Plan Committee, said this bill came about Saturday morning when he signed it. The two principle pay plan bills that had been introduced were the Governor's plan sponsored by Representative Cobb and Representative Menahan had House Bill 770 which included a 5% pay raise, a 2% retroactivity increase and other items including differential pay for institutional nurses. He told about the hearings, tentative agreements, and the request by the committee to get a bill to reflect the agreement between the Governor's bill and the employee groups that had arrived at a tentative agreement. He said Lois Menzies had passed out technical amendments to House Bill 786, EXHIBIT 1, House Bill 786. He said these amendments were adopted by the select committee.

He discussed the University System Budget, and the question of whether the \$13 million budget is included in House Bill

was their understanding that House Bill 100 contained funding for the 6 and 6 increase for faculty and 4% increase for the physical plant classified employees, instructional support salary increases based on an FTE formula from 3.8% to 12.6% and support salary increases between 1/2 % and 6% based on an FTE driven formula. He said the Board of Regents had testified a few minutes ago to the effect that they did not believe House Bill 100 contained the 3% contract faculty increase. He said there is a potential legal dispute between the employees and their employer as to whether they are entitled to the average statewide classification pay increase. He said that is how it appears to be written into the UTU U of M faculty contract. He said that amounts to \$5.266 million. He said the other area of ambiguity is whether the classified and professional employees of the University System are included in House Bill 100 or whether they should be included in House Bill 786. He said between salaries and insurance which are not included in 786, there is another \$4.950 million. He said there is about \$10.2 million in ambiguity. He said with the deadline of Thursday, the committee had considered the amendments, but did not amend any money into the bill.

Testifying Proponents and Who They Represent:

Tom Schneider, Montana Public Employees Association
Carrol Krause, Commissioner of Higher Education
James V. Koch, President, University of Montana
Representative Cocchiarella, District 59, Missoula
Nadiean Jenson, AFSCME
Rod Sunstead, Chief Negotiator for Executive Branch, excluding
the University System
Bill Merwin, President, Northern Montana College
Brian Harlan, Associated Students of the University
Judy Holgruff, President of the Staff at the University of
Montana
Dave Lewis, Budget Director, Governor's Office

Proponent Testimony:

(327) Mr. Schneider said this agreement comes about because there is no salary increase in any bill passed by any committee for any state employees. He said that some of them had met with the state negotiators, and reached agreement Thursday on a package. They support the agreement. He said a key to the agreement is the Health Insurance. He said if there isn't enough money in this bill to take care of the problems with health insurance they could have families taking as much as 50 additional dollars out of their pocket each year of the next biennium to pay for family health insurance coverage. He said with the figures in this bill they feel there will be no additional money out of pocket for health insurance over the two year period. It has to be considered part of the pay raise. He said this is a minimum excluding health insurance of 2 1/2 %. He said it still has to be

ratified by the membership, but feels it will be something they can accept. He said they have the problem of where the non-teaching people in the University System lie in regard to funding. He said in the past 14 years, since the implementation of the pay plan, they have been placed on the pay plan and have been funded for both health insurance and salaries. He said there is a real question as to whether there is money in either bill to fund no vacancy savings, pay increase for university non-teaching people.

Dr. Krause said he supports the overall concept of the pay plan, and said they have some very serious concerns. He said they believe the pay plan has the funding for the research and public service category for the Agricultural Experiment Stations, Co-op Extensions, Forestry and Bureau of Mines. He handed out EXHIBIT 2. He said House Bill 100, in a global perspective, contains \$13 million of general fund money, and the pay plan is \$13 million, you might conclude you could fund it. He said for practical purposes it would wipe out anything else they had tried to accomplish in the subcommittee. He said, what is in HB 100, is a proposal for a 6 and 6% salary increase for the faculty, and there are no provisions made in any other segment of HB 100 for salary increases. He said they have always been included in the pay plan over and above what happens in the subcommittee. He explained Exhibit 1, and what would happen with the budget if they were not included in the pay plan.

Chairman Bardanoue asked Dr. Krause if he was saying they need \$10.2 million, and was told if they were to fund the salary increase and the classified support, they need the \$10.2 million. Chairman Bardanoue said, then instead of the \$13 million we have been talking about, you need \$23 million plus the tuition increase. Dr. Krause answered yes. In reply to a question as to tuition increase, he answered it is between \$8 million and \$9 million.

Representative Spaeth asked if in the past the pay plan had been funded through the major appropriations bill, or through the pay plan bill. Dr. Krause said it has always been funded, since he had been in Montana, through the pay plan bill.

Representative Menahan asked what increases they have and what are in student monies. Dr. Krause answered the tuition increase is 14.1% and generates a little over \$8 million. In answer to a question as to other new money, Dr. Krause said it is the \$13 million they have been working on in general fund.

(634) Dr. Koch said he was also a proponent, if the University System is included. He referred to the Exhibit 1 handout, and said the U of M share would be a little over \$3 million. However in H.B. 100, the U of M, FY 89 appropriation compared to FY 90 is only about \$1 million more. So, in our case, we would be asked to

fund \$3 million plus of salary increases with an increased budget of \$1 million.

(650) Representative Cocchiarella asked if there was any discussion as to the raises they might get, or what the regents might offer as staff people at U of M. She said they have never negotiated their pay directly with the Board of Regents. They have participated in bargaining early with other state employees. She said this is done before the budget goes to the Governor.

Ms. Jensen said the agreement still has to be ratified by the membership, but they do feel it is as close as they could get with the problems the state has with money. She said they feel it is much better to have the insurance on top of the \$560 rather than having the insurance taken out of it.

Mr. Sunstead said the Executive is in support of this bill, it does reflect the tentative agreements reached in negotiations, and they have tentative agreements with 4400 out of 5600 organized employees in the Executive branch, excluding the University System. He said that is 80% of all organized employees have tentatively agreed to the provisions in the bill.

Dr. Merwin said they had not negotiated anything but the 6 and 6 with the subcommittee. He said the total impact of Northern Montana College would be a loss of \$700,000 over the biennium. He said this amount assures lay off's, and the only place to take them is within the faculty itself.

Mr. Harlan said the Board of Regents did approve the 14.1 % tuition increase. He said as students, they knew they had to put in some more money, but did not want that much. He said their main understanding is the University System is falling behind the peers, and they need to catch up. He said the way it looks now, if the committee does not include the salary increases for the University System, the tuition increases would be going toward pay hikes, and the other problems will not be solved.

Judy Holgruff said, as staff members of the U of M, they are concerned with the recent development in the pay plan for the University employees. House Bill 786 does not include staff members at the different University units.

(Tape 1, side 2, 000) Dave Lewis, gave a handout EXHIBIT 3, and said it shows what is funded under 786 at the present time. He said the essence of the disagreement is that the Executive believes the University System has the resources and certainly the regents have told both the Executive and Legislative branches through the years they have the authority to reallocate funds to cover the costs of the pay raise and the health insurance for the support people. That will come out of the \$13 million included in House Bill 100,

and it will in no way completely absorb that amount of money. He said they have staff people from BPP and LFA working to come up with the amount of money they need to absorb out of that \$13 million, if they were to award the pay raise and insurance increase to that support staff. He said they are not supporting the increase above the 6 and 6 for the contract faculty. If the regents want to give them that, they will have to come up with the money.

Testifying Opponents and Who They Represent:

Jim McGarvey, Montana Federation of Teachers and Montana Federation of State Employees.

Wilbur Rehmann, Labor Relations Director for the Montana Nurses Association, representing registered nurses at the State Hospital at Warm Springs and Galen

Coleen Rogers, President of the Federation of SRS Workers Union.

Ron Erickson, President of the University Teachers Union, Montana Federation of Teachers, University of Montana

Phil Campbell, Montana Education Association

Opponent Testimony:

Mr. McGarvey said they have been getting a lot of phone calls from other people than their own groups who are dissatisfied with the settlement. He said \$50 is what is being offered the lowest paid people, as well as most of the people in state government. \$560 or 2%, is actually \$47 a month after being frozen for 2 years. He said this would average \$15 a month over a three year period. He said the pay plan has been annihilated, it no longer works because some people got in a hurry to negotiate an agreement. He said this bill does not contain an economic gesture. He said those testifying as representing 4400 people, that is really 4400 out of 14,000, and the rest of the people aren't happy. He said historically, the University System rate for the classified employees and faculty have been driven off the state classification and pay plan. He said they had negotiated along those lines for the faculty, and that an agreement was reached a year and a half ago. He said people who say to support a negotiated agreement, is a conflict, the agreement was reached a year and a half ago. These people came in and negotiated an agreement which is in contradiction to the other negotiated agreement. He said they asked for money for 9,000 state employees, and there are 14,000 state employees.

Mr. Rehmann said they and their members strongly oppose this bill. He said they were not involved in any negotiations, either at the invitation of the state negotiator, or representatives of any other employees. He said the beginning wage for registered nurses at the State Hospital will move to \$9.23. He said that is approximately \$1 to \$2 under the competing hospitals.

EXHIBITS 4 and 5 were passed out, and are attached to the minutes.

Ms. Rogers, said she wished to state their opposition to this bill. She said in the last 3 days she had fielded over 300 phone calls from angry state workers who do not support this bill. She said these calls were not all people from their union, but represented other state workers from other unions, or from those who were not represented. She said they believed state employees should have a chance to vote on this issue before the Legislature leaves town so they can understand the wishes of the rank and file. She said they would support the increases in 770.

Mr. Erickson said the committee is being asked to honor a contract not yet ratified, and at the same time to dishonor a contract that has been ratified; \$10 million--at the University of Montana we will have less money than in the last biennium; and how much is \$10 million. He said there is 800,000 people, and we are talking about \$120 per person in the State of Montana to support a University. He said there would be a real decline if this committee only supported the \$13 million.

Mr. Campbell said they only represent a small number of state employees that are affected by the state pay plan. He said they were the employees at Pine Hills and Mountain View. He said they were not part of the negotiations that were carried on, and passed out Exhibits 6 and 7, pay matrix, and current pay scales for Mountain View and Pine Hills. He explained the exhibits to the committee. He said they would support H.B. 770.

Questions From Committee Members: Representative Spaeth asked Mr. McGarvey (254) if the \$47 per month took in the insurance of \$15 or \$20, so that actually the state contribution was \$67.62. Mr. McGarvey answered yes, he was not adding in the insurance. He said the way they negotiate that is an inflationary item and they do not look at it as a raise.

Representative Spaeth asked Mr. Lewis the same question and asked if there was any chance for more information. Mr. Lewis answered, in looking at the instructional support and the support program, there is an increase above the amount for libraries in excess of \$4 million that is in House Bill 100. The missing part of the equation is what the pay raise cost is for the people in those areas, and that is being worked on at the moment. Rep. Spaeth said he gathered one of the areas they looked for from the University was the vacancy savings. Late on, he assumed the position of the administration that they do go in and take vacancy savings out of the budgets, that we won't be taking vacancy savings out of the University System. Mr. Lewis said it would depend on what they come up with their final calculations.

He said he felt they should be treated equally with everyone else.

Representative Spaeth said, we are not treating the University System equally in the pay plan, and was wondering if they continue to treat them unequal under the pay plan, then we would recognize the differential and not take vacancy savings out of House Bill 100, if they are taken out of the other agencies. Mr. Lewis said versus the other agencies, he believed the University had been given preferential treatment so far as total budget increases, and this has to be factored into the discussions as the settlement on a vacancy savings number is reached. After recapping his assumptions Rep. Spaeth was told by Mr. Lewis that there is one missing factor. He said this particular budget was given different treatment than the other agency budgets. He said the issues are on the table in Finance and Claims when they look at the final disposition of the vacancy savings issue.

Representative Spaeth said he had asked Mr. Shackleford about the breakdown of the \$13 million commitment to the University System, and his figures indicated the 6 and 6 % pay salaries would come out of that, but in the break down of the vo techs and Junior Colleges and Libraries, there is no additional monies to reach the commitment. He asked if those figures were being changed now. Mr. Lewis said he was not familiar with what his predecessor talked about. He said he was aware in gross terms there is a \$13 million increase, and was not aware of any agreements on the issue. He said he would like to look at what commitments had been made. Rep. Spaeth referred to the \$10 million referred from the Board of Regents. Mr. Lewis said he would agree \$10 million is fairly close to what the University System wants, he would dispute the fact that the administration does not support some of those requests. Rep. Spaeth said he would assume the administration did not support the salary above the 6 and 6, and Mr. Lewis answered that was right. Rep. Spaeth asked about the \$4.9 million and Mr. Lewis said the understanding is that there is a portion of that \$4.9 million in House Bill 786. He said everything is in there except the support program and the instructional support and he is asking for the calculations to be brought down on the amount.

Chairman Bardanouve said he had asked the Fiscal Analyst and the budget office to get together and come up with a firm figure by the time we have House adjournment.

Representative Kadas summed up answers to his questions by saying, you will be taking some of the money that is part of the \$13 million and using it to fund pay plan for classifieds, plus you will anticipate adding some additional general fund into this bill to pay for classified employees. He said the Administration has made the decision not to fund

the additional negotiated faculty increases above the 6 and 6; and will not be covering the additional approximately 3% and 3% that is in this bill. Mr. Lewis said yes, we are not going to appropriate the money for that. If the regents determine they want to reallocate funds from some other area, that is at their discretion, but we are not recommending an appropriation for any increase above the 6 and 6.

Representative Menahan asked about the \$925,000 figure. He said the figures on the University Contracts are not correct, and asked if they could get the correct ones. Mrs. Waldron said there is some misunderstanding about what is on the sheet. She said to her it seems to say that all they've got in House Bill 786 is \$925,000, and there was more than that was put into the University System because of other employees who had gotten salaries, benefits and health insurance increases. Mr. Krause said the confusion rests in whether or not we acknowledge the fact that there is increases for the Ag Experiment Station, etc. He says they have, and they are not duplicated figures. He said also in the Support area there is not \$4 million plus libraries. He says that figure includes the part designated for libraries.

Representative Swift asked if the pay schedules in 786 includes all those in the schedule in '85. Lois Menzies answered yes.

Representative Peck asked (527) at a meeting earlier and asked about the statement in regard to the pay increases for classified employees. Rep. Addy answered that he did not recall. Rep. Peck said that information should be in front of all the members at this time. He reviewed it by saying when the University and the Commissioner's office were negotiating on the contract, which was specifically on the U of M contract, telephone calls were made to the members of the Legislative Finance Committee, and they told us about the contract they were going to commit 4 year down the road. He said he had been contacted by Senator Regan and Representative Bardanoue because they had been called. He had asked what they told him, and everyone said don't do that. He said they then had the University System before the full Finance committee after they had accomplished this contract and asked them how they proposed to pay it if it was not funded, and the vague responses was they would take care of it in tuition, and the attorney said something about some constitutional authority. Later he found the contract said that the faculty got 6 and 6 plus whatever is granted the classified employees. He said when he brought it up later they told him there was an "out" in the contract. The words say granted and funded, and if the Legislature didn't fund it they would not have to give the additional to the faculty. (550) He said the Executive was very active this year in determining the figures, they said \$13 million,

HOUSE COMMITTEE ON APPROPRIATIONS

March 20, 1989

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negotiated and said to put it at (roughly) \$14.5 million, and it was his understanding that included everything. Historically, the pay plan has never been in it before.

Rep. Marks said he concurred, and thought the thing that made the difference was this is the first time the Regents have negotiated a salary before the Legislature came into session.

Representative Kadas, as a third member of the committee, said he disagreed. He said he did not recall at any point where classified salaries were talked about as part of the formula. If you take the formula cost, the amount of additional expenditures generated by the formula in both support and instruction and take out the library costs, you don't have enough money to cover the increase in classified salaries. Rep. Peck said they had said the total post secondary costs were included in the \$13 million figure. Rep. Kadas said they can say one thing, and you line item everything else except the classified increases which weren't in there. If they meant it, it should have been included as a line item, and it simply isn't there.

Mr. Lewis said the number they were waiting for has been calculated. He said their calculations indicate after libraries they still had a little over \$4 million in increases in support and instructional support.

Chairman Bardanouve said he had tried to avoid taking positions, but did want the regents to know that he thought it was wrong to enter a contract before the Legislature met.

Representative Cody asked Mr. Schneider what the exact dollar amount of a grade 5 take home pay, and how much above that would be health insurance. Mr. Schneider said take home pay is very difficult to calculate, but \$46.65 a month for gross pay and \$15 a month for the state health insurance program. The second year it puts \$46.65 plus \$20 for health insurance. Rep. Cody asked how many actual state employees does this state have. Mr. Schneider said the problem is whether you are talking FTE's or employees. He said there is about 2,000 difference between the two. He said the rule of thumb used on employees was 11,700 state and approximately 4,000 university, but that is anyone who works from 1 hour a week to someone who works full time. Rep. Bardanouve said the comment from Mrs. Bennett earlier was they knew how many employees they have, but do not know how many employees the university has.

Representative Menahan said Rep. Peck had talked about the contract, what it said, and if it was funded, and he would like to ask Mr. McGarvey and the professor if that was their vies. The professor read the language. He said it was a 4 year contract. "The normal increase of all full time equivalent faculty members for the 1989 -'90 academic year

shall be equivalent to the average state wide classification pay schedule increase appropriated by the 51st Legislature." He said, in other words, if you appropriate a pay plan, we get it. Mr. McGarvey said he would add that 13,200 Mr. Erickson passed out to you talks about the 4 steps, the freezes, it has always been normal increase, and it is pretty clear what was negotiated and ratified.

Representative Peck asked if the language was the same in all 4 negotiated agreements, and Mr. Krause said it is somewhat similar in the U of M and NMC. They do not have a signed agreement with Western or Eastern at the present time.

In response to a question from Rep. Bardanouve Dr. Krause said the Board of Regents was negotiating a contract sometime after the last session. In 1987 the contract with UTU expired. He said they were negotiating a contract at zero-zero pay increase with a few exceptions which totaled less than 1%. He said the Board did sign a contract for 4 years which included the 6 percent plus the pay plan. He said he felt it was essential to maintain the quality of education that this contract be kept.

Representative Bardanouve said the question is, was there a proviso in there that they would receive the contract raise or not? Dr. Krause said it is their intent to provide the funds for the salary increase. Rep. Marks said he was at the same meeting that Rep. Peck talked about. He said at that time none of the members had seen the contract. (150) He said he had asked the question and his impression of the response was that if the money isn't there, we think we can get away without putting that additional pay raise the state employees get. Rep. Kadas said that was his recollection also, but felt the answer was wrong and the contract was binding.

Closing by Sponsor: Representative Addy closed by thanking the committee for giving the bill a thorough hearing. He said this has been a volatile situation, and said to learn the University System was not in the pay plan was a shock to them. He said it was a relief to hear the Governor's office had agreed to an additional \$13 million as a partial catch up.

Representative Bardanouve declared the hearing closed on House Bill 786, and said the committee would recess until 1 P. M.

HEARING ON HOUSE BILL 735

AN ACT ESTABLISHING A SCHOOL CAPITAL PROJECTS ACCOUNT; PROVIDING FOR THE ALLOCATION OF THE ACCOUNT AMONG THE SCHOOL DISTRICTS OF THE STATE; STATUTORILY APPROPRIATING THE ACCOUNT; PROVIDING FOR ALLOWABLE USES OF THE ACCOUNT; STATUTORILY APPROPRIATING MONEY FROM THE COAL SEVERANCE TAX PERMANENT TRUST FUND TO THE SCHOOL CAPITAL PROJECTS ACCOUNT; AND AMENDING SECTION 17-7-502, MCA."

and they had suggested \$1. She said later in talking to Lois Menzies and also Joyce Brown they said 50 cents, and it was lowered to that amount.

Representative Menahan asked if anyone knew what the financial status of the present insurance plan, and Rep. Bardanoue said the figures he had is that more and more retirees are going on the pay plan, and it is pushing the cost of the insurance plan up for the younger generation since the retirees are more costly.

Closing by Sponsor:

Representative Connelly said these people were not eligible to come under social security. They were getting a small pension because that was all the department had offered them. He said they took care of the cost of the bill by putting the cap on it. She read figures showing there would be a surplus of funds, and said the bill would not be costly nor set any precedent.

Chairman Bardanoue declared the hearing on House Bill 543 closed, and announced a recess subject to the adjournment of the House.

The committee reconvened at 7:03 p.m. (183)

Representative Bardanoue said it was important to get the pay plan out tonight.

DISPOSITION OF HOUSE BILL 786

Further Discussion: Chairman Bardanoue asked Mr. Lewis if they had arrived at any final figures on the pay plan, and Mr. Lewis said he and Dr. Krause had extensive conversations and thinks they are in agreement on the numbers unless something changes. He said the difference is for the support areas and their position is that H. B. 100 has approximately \$3.7 million increase over the fiscal year of the '89 base; that the cost of the pay plan for the personnel in those programs is approximately \$2.3 million. He said the difference is that Dr. Krause points out the base that is established for calculating House Bill 100 was the appropriated level for the University System. He said that during the fiscal year they had transferred approximately \$1.7 million into those programs, and he is saying the real increase from actual expenditures is approximately \$2 million. He said for purposes of analyzing H.B. 100, the appropriated level has been used for the base, and believes there is agreement there is a \$3.7 million increase for personal services. He said they have calculated the cost of the pay plan for the affected people in those areas at \$2.3 million.

Dr. Krause said he thought they had ironed out where the

differences are. All of the formula drives off actual expenditure. He said in looking at the FY'88 base, the appropriated amount was \$32.3 million and in '88 the actual expenditure we drove off of was \$34 million. He said they were able to get more clarification from the budget office as to what is in and what is out, and a couple were included. He said to fund the pay plan for the support area they believe the figure, with these adjustments is \$2.3 million.

Representative Bardanoue asked if they agreed there was money in there for it, and Dr. Krause said he did not agree there was money in for it, there is some money there. There is \$1.9 million there, but it wasn't intended for pay increases, it was intended to provide the instructional support. He said it was never their intention to have zero increases in operations to fund salaries. In answer to a question from Rep. Bardanoue, Dr. Krause said there is always monies that transfer from one category to another. He said when they worked the budget they used actual expenditures consistently throughout. Chairman Bardanoue asked where it leaves us, and Dr. Krause recommended adding another \$2.3 million to the pay plan and pass it out. Mr. Lewis said the question is what was the money in H.B. 100 intended for. He said they have allowed the \$1 million for the libraries and the ongoing maintenance of the libraries. He said they think there is \$3.7 million above the appropriated base, and again the argument of what is the real base. He said the \$3.7 million is for personnel, and if you don't add \$3.7 million for personnel you have no money for the pay plan.

Chairman Bardanoue asked Rep. Peck for his opinion. Rep. Peck referred to a letter of Jan. 6 from Mr. Shackelford. He said he assumed he was saying the same thing to the Commissioner's office and the Regents that he was saying in the letter. He said he had written and asked Mr. Shackelford exactly what was in the \$13 million. Mr. Shackelford had written, "as noted in my Jan 12, 1989 letter to the House Appropriations and Senate Finance and Claims Committees, the only proviso on the use of the \$13 million is that indirect funds which are included in the \$13 million be used in the area of research, not for general operations and maintenance and that they relate to the original funding source. Other than this condition, the Board of Regents was given authority to allocate the funds where they are most needed. Those areas may be in any combination of staff salaries, community colleges, vocational technical centers, inflationary increases or other areas of need, but these are decisions for the Regents." Rep. Peck said it sounded pretty clear to him that salaries are within the \$13 million.

Representative Marks (296) asked, if you include the transfer in the base, is that the base we used to start from for our \$13 million, or is that the base after you transfer the money

in. Dr. Krause said part of the problem is that much of it is formula driven, so as you calculate the formula, you start over, so there was not that additional money in the base, it was taken from somewhere else. He said if they added it in one, they took it out of the other.

Chairman Bardanouve asked if it were possible to strike a compromise. We could split this in half and each would be half right and half wrong. Mr. Lewis said we think the money is in there. Rep. Bardanouve said he might be right, but he was trying to strike a compromise. Mr. Lewis said his instructions were "don't put any more money in the bill".

Representative Kadas said he had spent a lot of time looking into this, and thinks he would be closer to agreeing with Mr. Lewis than with Dr. Krause.

Motion: Motion by Representative Kadas to include \$5.2 million in the bill for faculty salaries over the 6 and 6, so that they were able to pay the contract. (340)

Discussion: Representative Marks said he assumed the intent of the motion is to add the equivalent of the pay plan to the universities. Representative Kadas answered yes, over and above the 6 plus 6. Representative Quilici said he was confused. He said they had listened to testimony in the Select Committee on the Pay Plan and the labor people and the Regents said the money was not in there for the classified employees, we hear it again this afternoon, now we find out it is stated we need \$2.3 million to pay the classified positions, and no doubt these faculty people need that kind of a raise. If we are not sure we can't get the lower echelon the raises they are deserving, how can you go for \$5.2 million for faculty? He said we already know the faculty got a 6 and 6, and that is a lot better than the classified got, at practically nothing.

Representative Spaeth said he had just added up 2.3 and 5.2 and it comes to 7.5. He asked if this is all out of the \$13 million? Mr. Lewis said the key part is the \$5.2 part being offered in this motion. We are not recommending an appropriation for that 5.2. We are recommending only the money in the 6 and 6 which is in House Bill 100. Rep. Spaeth said if they decide to give them the 5.2, that money would have to come from some place and asked where it would come from. Mr. Lewis said the \$5.2 million is not a cost unless the Regents go ahead and award that pay raise to the contract faculty. It is at their discretion. He said we are recommending there not be an increased appropriation, and if they choose to meet that cost it will come out of their regular budget.

Representative Spaeth said, if they are legally bound, and a court should so decide, where would the money come from?

Mr. Lewis said if they got a court order to issue the raise, it could come out of their current operating budget or it could be the subject of a supplemental and they would be back for more money. He said there is at least a question as to whether or not they have to pay it. Rep. Bardanouve said there is about \$8 million of additional fees, so we are not looking at \$13 million, we are looking at about \$21 million. Representative Marks discussed the options available to the University System.

Representative Menahan said he did not believe all of the parts of the University were subject to the agreement, and asked about the agreement with the students to increase their fees by \$8 million, didn't we say we would do something for them for their contribution? Mr. Krause said (526) the Board of Regents said they would do everything possible to use the student fee increase to the instructional program to fund the instructional program and the libraries. Rep. Menahan asked how many people are signed on the agreement? Dr. Krause said there are about 3500 in the system. He said there are two other contracts that are not yet settled, Western and Eastern.

Representative Kadas said from what he is able to find out, the classified people are taken care of.

Tape 3, side B, 000,

Representative Quilici said he had checked with the LFA and the Budget office, and they seem to think the money is in the pay plan for the classified employees. He said he can find nothing specific. It is specific on the 6 and 6, but nothing specific saying the classifieds have the money in H.B. 100.

Rep. Menahan asked if the motion is to cover the agreements only, and Rep. Kadas said it was to cover all 6 units.

Representative Swysgood asked Rep. Peck, even though there are 2 units that are not a part of the agreement, did House Bill 100 allow a 6 and 6 for all the units for it's staff? Rep. Peck said the money was allocated in the amount of \$13 million. We asked Dr. Krause and the Regents to bring us back a recommended distribution. It indicated that it covered all the units of the system.

Amendments, Discussion, and Votes: Rep. Kadas Motion to add the money for the pay plan above the 6 and 6. Roll call vote, MOTION FAILED.

Amendments, Discussion, and Votes: Representative Menahan asked what we were going to do about the nurses and those who are not covered in the contract. Representative Bardanouve said this committee could not discuss every segment.

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Representative Quilici asked if the nurses were covered either in 786 or House Bill 100. He was told by Mr. Lewis that they are in 786 under the pay plan.

Motion by Representative Marks to amend House Bill 786 of exhibit 1, 1 through 12 on page 1, and 13 on page 2.

Voted, PASSED

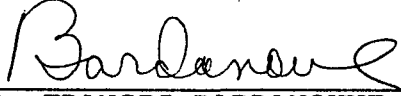
Motion: Motion by Representative Marks that House Bill 786 do pass as amended.

Recommendation and Vote: Roll call vote on the motion DO PASS
AS AMENDED. Voted, passed.

The meeting was adjourned at 7:30 p.m.

ADJOURNMENT

Adjournment At: 7:30 p.m.


REP. FRANCIS BARDANOUE, Chairman

FB/sk

6402.min

DAILY ROLL CALL

HOUSE APPROPRIATIONS

COMMITTEE

51st LEGISLATIVE SESSION -- 1989

Date

3/20/89

NAME	PRESENT	ABSENT	EXCUSED
REPRESENTATIVE BARDANOUVE	✓		
REPRESENTATIVE SPAETH	✓		
REPRESENTATIVE PECK	✓		
REPRESENTATIVE IVERSON	✓		
REPRESENTATIVE SWIFT	✓		
REPRESENTATIVE QUILICI	✓		
REPRESENTATIVE BRADLEY	✓		
REPRESENTATIVE PETERSON	✓		
REPRESENTATIVE MARKS	✓		
REPRESENTATIVE CONNELLY	✓		
REPRESENTATIVE MENAHAN	✓		
REPRESENTATIVE THOFT	✓		
REPRESENTATIVE KADAS	✓		
REPRESENTATIVE SWYSGOOD	✓		
REPRESENTATIVE KIMBERLEY	✓		
REPRESENTATIVE NISBET	✓		
REPRESENTATIVE COBB	✓		
REPRESENTATIVE GRINDE	✓		
REPRESENTATIVE CODY	✓		
REPRESENTATIVE GRADY	✓		

passed

Amendments to House Bill No. 786
First Reading Copy

For the Select Committee on Employee Compensation

Prepared by Lois Menzies
March 18, 1989

1. Page 14, line 13.
Strike: "9.25"
Insert: "9.30"

2. Page 14, line 14.
Strike: "9.65"
Insert: "9.70"

EXHIBIT 1
DATE 3/20/89
HB 786

3. Page 14, line 15.
Strike: "10.05"
Insert: "10.10"

4. Page 14, line 16.
Strike: "10.45"
Insert: "10.50"

5. Page 14, line 17.
Strike: "10.85"
Insert: "10.90"

6. Page 14, line 18.
Strike: "11.25"
Insert: "11.30"

7. Page 14, line 19.
Strike: "11.65"
Insert: "11.70"

8. Page 14, line 20.
Strike: "12.05"
Insert: "12.10"

9. Page 14, line 21.
Strike: "12.45"
Insert: "12.50"

10. Page 14, line 22.
Strike: "12.85"
Insert: "12.90"

11. Page 14, line 23.
Strike: "13.25"
Insert: "13.30"

12. Page 14, line 24.
Strike: "13.65"
Insert: "13.70"

13. Page 17.

Following: "."

Insert: "It is the intent of the legislature that a portion of the money appropriated to the Montana university system in House Bill No. 100 be used to fund increases in salaries for contract faculty and increases in salaries and group benefits for support staff and instructional support staff comparable to the increases provided in [this act] for other state employees.

(5) There is appropriated \$90,000 from the general fund to the department of administration for the biennium ending June 30, 1991, for use by the committee on state employee compensation provided for in [section 11]. These funds may be used for contracted services, salary and benefits for temporary staff, compensation for committee members, and other necessary expenses incurred by the committee in performing its duties as provided in [section 11]."

EXHIBIT 2
DATE 3/20/89
HB 786

BOARD OF REGENTS
1990-1991 Pay Plan Funding Needs

	Needed for 1990-91	Included in HB 786†	Balance Needed
University System Contract Faculty			
Salaries*	\$ 5,266,842	no	\$ 5,266,842
Insurance	\$ 925,063	yes	
University System Classified/Professional			
Salaries*	\$ 3,907,356	no	\$ 3,907,356
Insurance	\$ 1,043,226	no	\$ 1,043,226
Vocational-Technical Employees			
Salaries*	\$ 724,346	yes	
Insurance	\$ 159,042	yes	
 TOTAL PAY PLAN FUNDING NEEDED	 \$12,025,875		 \$10,217,424

† Based on informal discussion with Budget Office.

* Assumes 3% Average Increases.

500f
SR/kkf

EXHIBIT 3
DATE 3/20/89
HB 786

UNIVERSITY SYSTEM PAY PLAN
SUMMARY

HB100

INSTRUCTION-Funding is included for salary increases for all contract faculty.
(6% each fiscal year)
Funding for instruction support salary increases varies by fiscal year and unit from 3.8% to 12.6%.

PLANT-Funding is included for salary increases by a 4% increase in the program each fiscal year.

SUPPORT-Funding is included for salary increases and varies by fiscal year and by unit from 1/2% to 6%.

HB786

RESEARCH-Pay Plan and Health Insurance is funded.

PUBLIC SERVICE-Pay Plan and Health Insurance is funded.

PLANT PROGRAM-Pay Plan and Health Insurance is funded.

CONTRACT FACULTY-Health Insurance is funded.

AGRICULTURE EXPERIMENT STATION-Pay Plan and Health Insurance is funded.(Except for Contract Faculty)

COOPERATIVE EXTENSION SERVICE-Pay Plan and Health Insurance is funded.(Except for Contract Faculty)

FORESTRY & CONSERVATION EXPERIMENT STATION-Pay Plan and Health Insurance is funded.(Except for Contract Faculty)

BUREAU OF MINES-Pay Plan and Health Insurance in funded.(Except for Contract Faculty)

VOCATIONAL-TECHNICAL CENTERS-Pay Plan and Health Insurance is funded.

The administration is confident that the proposed funding in HB786, when combined with HB100, meets the personal services obligations of the University System.



MONTANA FEDERATION OF STATE EMPLOYEES

P.O. Box 1246

AFT, AFL-CIO
Helena, Montana 59624

ARTCRAFT, BUTTE

(406) 442-2123
JIM McGARVEY
President



EXHIBIT 4
DATE 7/20/89
HB 786

FACT SHEET --HB 770

PAY PLAN FOR STATE EMPLOYEES--PROVISIONS OF REP. MENAHAN'S BILL

1. 1988-89: Retroactive pay increase of 2%
2. 1990-91: 5% Plus step on pay plan matrices
3. 1991-92: 5% plus step on pay plan matrices
4. 1990-91: New institutional pay plan schedule including shift differential
5. 1991-92: 5% in institutional pay plan schedule
6. 1988-89: Retroactive equity adjustment equal to three steps for teachers in Institutions and Family Services
7. Vacancy savings may not be used to fund negotiated agreements in the University System or in any of the state matrices.
8. Classifications are appealable.
9. Grades are to be negotiated.
10. An additional \$20 employer contribution for insurance each year of the biennium.

RATIONALE FOR HB 770:

State employees have not received an adequate pay increase for six years. During that time, inflation has eaten away at state employee's spending power. Between 1983 and 1988, state employees have suffered a 15 percent loss in real wages.

HB 770 sends an economic message to state employees. That message is: "The Legislature values the contribution that dedicated state employees have made to the State of Montana."



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SELECTED ECONOMIC INDICATORS

EXHIBIT 5
DATE 3/20/89
HB 786

MONTANA

PERCENT CHANGE 1970 - 1987

<u>INDICATOR</u>	<u>% CHANGE</u>
State govt. genl. rev. [#]	383
Total personal income	296
Expend. on higher ed.	253
Per capita pers. income	247
Consumer prices	189
Avg. faculty salary all ranks	<u>138</u>
<i>Avg. state employee ^m#</i>	177

^m percent change is for the period 1970-1986
#excludes instruction

FY90 MATRIX (FY89+2.5% BUT NO LESS THAN \$560)
NINE MONTH, NO INSURANCE

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	\$14,891	\$15,373	\$15,867	\$16,108	\$16,350	\$16,844
2	\$15,457	\$15,994	\$16,532	\$16,801	\$17,071	\$17,608
3	\$16,023	\$16,616	\$17,197	\$17,496	\$17,792	\$18,373
4	\$16,591	\$17,241	\$17,862	\$18,189	\$18,514	\$19,137
5	\$17,155	\$17,862	\$18,527	\$18,881	\$19,236	\$19,903
6	\$17,723	\$18,487	\$19,195	\$19,576	\$19,958	\$20,668
7	\$18,286	\$19,107	\$19,858	\$20,269	\$20,679	\$21,430
8	\$18,854	\$19,731	\$20,526	\$20,964	\$21,403	\$22,194
9	\$19,420	\$20,353	\$21,191	\$21,657	\$22,125	\$22,959
10	\$19,986	\$20,977	\$21,856	\$22,350	\$22,846	\$23,744
11	\$20,553	\$21,579	\$22,519	\$23,046	\$23,584	\$24,525
12	\$20,553	\$21,579	\$22,519	\$23,046	\$23,584	\$24,525
13	\$20,553	\$21,579	\$22,519	\$23,046	\$23,584	\$24,525

EXHIBIT 6
DATE 3/20/89
HB 786

FY91 MATRIX (FY90 + 2.5% BUT NO LESS THAN \$560)
NINE MONTH, NO INSURANCE

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	\$15,451	\$15,933	\$16,427	\$16,668	\$16,910	\$17,404
2	\$16,017	\$16,554	\$17,092	\$17,361	\$17,631	\$18,168
3	\$16,583	\$17,176	\$17,757	\$18,056	\$18,352	\$18,933
4	\$17,151	\$17,801	\$18,422	\$18,749	\$19,074	\$19,697
5	\$17,715	\$18,422	\$19,087	\$19,441	\$19,796	\$20,463
6	\$18,283	\$19,047	\$19,755	\$20,136	\$20,518	\$21,228
7	\$18,846	\$19,667	\$20,418	\$20,829	\$21,239	\$21,990
8	\$19,414	\$20,291	\$21,086	\$21,524	\$21,863	\$22,754
9	\$19,980	\$20,913	\$21,751	\$22,217	\$22,685	\$23,533
10	\$20,546	\$21,537	\$22,416	\$22,910	\$23,417	\$24,338
11	\$21,113	\$22,139	\$23,082	\$23,622	\$24,174	\$25,138
12	\$21,113	\$22,139	\$23,082	\$23,622	\$24,174	\$25,138
13	\$21,113	\$22,139	\$23,082	\$23,622	\$24,174	\$25,138

FY90 MATRIX WITH \$1560 INSURANCE
NINE MONTH

\$16,451	\$16,933	\$17,427	\$17,668	\$17,910	\$18,404
\$17,017	\$17,554	\$18,092	\$18,361	\$18,631	\$19,168
\$17,583	\$18,176	\$18,757	\$19,056	\$19,352	\$19,933
\$18,151	\$18,801	\$19,422	\$19,749	\$20,074	\$20,697
\$18,715	\$19,422	\$20,087	\$20,441	\$20,796	\$21,463
\$19,283	\$20,047	\$20,755	\$21,136	\$21,518	\$22,228
\$19,846	\$20,667	\$21,418	\$21,829	\$22,239	\$22,990
\$20,414	\$21,291	\$22,086	\$22,524	\$22,963	\$23,754
\$20,980	\$21,913	\$22,751	\$23,217	\$23,685	\$24,519
\$21,546	\$22,537	\$23,416	\$23,910	\$24,406	\$25,304
\$22,113	\$23,139	\$24,079	\$24,606	\$25,144	\$26,085
\$22,113	\$23,139	\$24,079	\$24,606	\$25,144	\$26,085
\$22,113	\$23,139	\$24,079	\$24,606	\$25,144	\$26,085

FY91 MATRIX WITH \$1800 INSURANCE
NINE MONTH

\$17,251	\$17,733	\$18,227	\$18,468	\$18,710	\$19,204
\$17,817	\$18,354	\$18,892	\$19,161	\$19,431	\$19,968
\$18,383	\$18,976	\$19,557	\$19,856	\$20,152	\$20,733
\$18,951	\$19,601	\$20,222	\$20,549	\$20,874	\$21,497
\$19,515	\$20,222	\$20,887	\$21,241	\$21,596	\$22,263
\$20,083	\$20,847	\$21,555	\$21,936	\$22,318	\$23,028
\$20,646	\$21,467	\$22,218	\$22,629	\$23,039	\$23,790
\$21,214	\$22,091	\$22,886	\$23,324	\$23,763	\$24,554
\$21,780	\$22,713	\$23,551	\$24,017	\$24,485	\$25,333
\$22,346	\$23,337	\$24,216	\$24,710	\$25,217	\$26,138
\$22,913	\$23,939	\$24,882	\$25,422	\$25,974	\$26,938
\$22,913	\$23,939	\$24,882	\$25,422	\$25,974	\$26,938
\$22,913	\$23,939	\$24,882	\$25,422	\$25,974	\$26,938

MONTANA

MOUNTAIN VIEW SCHOOL (STATE)

EFFECTIVE 7/88

LANES: 6

STEPS: 11

STEP	BA 1	BA+15 2	BA+30 3	BA+45 4	MA 5	MA+15 6
1	14,331	14,813	15,307	15,548	15,790	16,284
2	14,897	15,434	15,972	16,241	16,511	17,048
3	15,463	16,056	16,637	16,936	17,232	17,813
4	16,031	16,681	17,302	17,629	17,954	18,577
5	16,595	17,302	17,967	18,321	18,676	19,343
6	17,163	17,927	18,635	19,016	19,398	20,108
7	17,726	18,547	19,298	19,709	20,119	20,870
8	18,294	19,171	19,966	20,404	20,843	21,634
9	18,860	19,793	20,631	21,097	21,565	22,399
10	19,426	20,417	21,296	21,790	22,286	23,165
11	19,993	21,019	21,959	22,484	23,008	23,927

EXHIBIT
DATE 3/20/89
HB 786

STATEWIDE 1988-89

COMPOSITE SCHEDULE QUARTER HOURS

	BA	BA+15	BA+30	BA+45	MA	MA+15
NO.	134	134	134	76	130	71
1	15,810	16,341	16,880	17,337	17,642	18,274
2	16,407	16,983	17,560	18,036	18,380	19,066
3	17,000	17,621	18,237	18,727	19,118	19,873
4	17,617	18,287	18,945	19,463	19,891	20,701
5	18,229	18,952	19,651	20,193	20,663	21,533
6	18,821	19,609	20,352	20,926	21,429	22,371
7	19,408	20,245	21,044	21,647	22,193	23,217
8	19,972	20,870	21,712	22,339	22,935	24,020
9	20,506	21,498	22,379	23,022	23,666	24,819
10	21,000	22,102	23,051	23,710	24,400	25,632
11	21,466	22,662	23,702	24,400	25,130	26,441
12	21,650	23,149	24,306	25,022	25,835	27,232
13	21,745	23,393	24,842	25,632	26,508	28,014
14	21,802	23,508	25,120	26,187	27,114	28,740
15	21,830	23,562	25,278	26,560	27,640	29,408
16	21,854	23,593	25,357	26,827	28,054	29,931
17	21,864	23,603	25,386	26,911	28,196	30,154
18	21,874	23,614	25,407	26,943	28,270	30,245
19	21,884	23,624	25,422	26,964	28,293	30,259
20	21,892	23,632	25,430	26,973	28,308	30,261
21	21,899	23,640	25,438	26,981	28,317	30,263
22	21,901	23,641	25,439	26,984	28,318	30,266
23	21,902	23,642	25,441	26,986	28,319	30,268
24	21,903	23,643	25,442	26,988	28,320	30,270
25	21,904	23,645	25,443	26,990	28,322	30,272

Dollar Comparisons

CHANGES IN AMOUNT OF SALARY SCHEDULES

FOR SCHOOL DIST.MOUNTAIN VIEW SCHOOL (STATE) 1988-89 Schedule
AND SCHOOL DIST.COMPOSITE (Statewide 1988-89)

(COMPUTATION WAS MADE ON THE SAME STEP LEVEL OF TWO SCHEDULES.)

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15
1	-1,479	-1,528	-1,573	-1,789	-1,852	-1,990
2	-1,510	-1,549	-1,588	-1,795	-1,869	-2,018
3	-1,537	-1,565	-1,600	-1,791	-1,886	-2,060
4	-1,586	-1,606	-1,643	-1,834	-1,937	-2,124
5	-1,634	-1,650	-1,684	-1,872	-1,987	-2,190
6	-1,658	-1,682	-1,717	-1,910	-2,031	-2,263
7	-1,682	-1,698	-1,746	-1,938	-2,074	-2,347
8	-1,678	-1,699	-1,746	-1,935	-2,092	-2,386
9	-1,646	-1,705	-1,748	-1,925	-2,101	-2,420
10	-1,574	-1,685	-1,755	-1,920	-2,114	-2,467
11	-1,473	-1,643	-1,743	-1,916	-2,122	-2,514

Percent Comparisons

PERCENT CHANGES OF SALARY SCHEDULES

FOR SCHOOL DIST.MOUNTAIN VIEW SCHOOL (STATE) 1988-89 Schedule
AND SCHOOL DIST.COMPOSITE (Statewide 1988-89)

(COMPUTATION WAS MADE ON THE SAME STEP LEVEL OF TWO SCHEDULES.)

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15
1	-9.4	-9.4	-9.3	-10.3	-10.5	-10.9
2	-9.2	-9.1	-9.0	-10.0	-10.2	-10.6
3	-9.0	-8.9	-8.8	-9.6	-9.9	-10.4
4	-9.0	-8.8	-8.7	-9.4	-9.7	-10.3
5	-9.0	-8.7	-8.6	-9.3	-9.6	-10.2
6	-8.8	-8.6	-8.4	-9.1	-9.5	-10.1
7	-8.7	-8.4	-8.3	-9.0	-9.3	-10.1
8	-8.4	-8.1	-8.0	-8.7	-9.1	-9.9
9	-8.0	-7.9	-7.8	-8.4	-8.9	-9.8
10	-7.5	-7.6	-7.6	-8.1	-8.7	-9.6
11	-6.9	-7.3	-7.4	-7.9	-8.4	-9.5

MONTANA

HB 770 PROPOSALLANES: 6
STEPS: 11

STEP	BA 1	BA+15 2	BA+30 3	BA+45 4	MA 5	MA+15 6
1	15,334	15,849	16,378	16,636	16,895	17,424
2	15,940	16,515	17,090	17,378	17,666	18,242
3	16,546	17,180	17,801	18,122	18,438	19,060
4	17,153	17,849	18,513	18,863	19,211	19,878
5	17,757	18,513	19,224	19,603	19,983	20,697
6	18,364	19,182	19,939	20,347	20,756	21,515
7	18,967	19,845	20,649	21,089	21,528	22,331
8	19,574	20,513	21,364	21,833	22,302	23,148
9	20,180	21,178	22,075	22,573	23,075	23,967
10	20,785	21,847	22,787	23,316	23,846	24,786
11	21,393	22,491	23,497	24,058	24,619	25,602

5
3

Dollar Comparison

CHANGES IN AMOUNT OF SALARY SCHEDULES

FOR SCHOOL DIST. HB 770 PROPOSAL

AND SCHOOL DIST. COMPOSITE (STATEWIDE 1988-89)

(COMPUTATION WAS MADE ON THE SAME STEP LEVEL OF TWO SCHEDULES.)

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15
1	-476	-492	-502	-701	-747	-850
2	-467	-468	-470	-658	-714	-824
3	-454	-441	-436	-605	-680	-813
4	-464	-438	-432	-600	-680	-823
5	-472	-439	-427	-590	-680	-836
6	-457	-427	-413	-579	-673	-856
7	-441	-400	-395	-558	-665	-886
8	-398	-357	-348	-506	-633	-872
9	-326	-320	-304	-449	-591	-852
10	-215	-255	-264	-394	-554	-846
11	-73	-171	-205	-342	-511	-839

Percent Comparison

PERCENT CHANGES OF SALARY SCHEDULES

FOR SCHOOL DIST. HB 770 PROPOSAL

AND SCHOOL DIST. COMPOSITE

(COMPUTATION WAS MADE ON THE SAME STEP LEVEL OF TWO SCHEDULES.)

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15
1	-3.0	-3.0	-3.0	-4.0	-4.2	-4.7
2	-2.8	-2.8	-2.7	-3.6	-3.9	-4.3
3	-2.7	-2.5	-2.4	-3.2	-3.6	-4.1
4	-2.6	-2.4	-2.3	-3.1	-3.4	-4.0
5	-2.6	-2.3	-2.2	-2.9	-3.3	-3.9
6	-2.4	-2.2	-2.0	-2.8	-3.1	-3.8
7	-2.3	-2.0	-1.9	-2.6	-3.0	-3.8
8	-2.0	-1.7	-1.6	-2.3	-2.8	-3.6
9	-1.6	-1.5	-1.4	-2.0	-2.5	-3.4
10	-1.0	-1.2	-1.1	-1.7	-2.3	-3.3
11	-0.3	-0.8	-0.9	-1.4	-2.0	-3.2

Dollar Comparison

CHANGES IN AMOUNT OF SALARY SCHEDULES

FOR SCHOOL DIST. MOUNTAIN VIEW SCHOOL (STATE) *1988-89 Schedule*

AND SCHOOL DIST. HB 770 PROPOSAL

(COMPUTATION WAS MADE ON THE SAME STEP LEVEL OF TWO SCHEDULES.)

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15
1	-1,003	-1,036	-1,071	-1,088	-1,105	-1,140
2	-1,043	-1,081	-1,118	-1,137	-1,155	-1,194
3	-1,083	-1,124	-1,164	-1,186	-1,206	-1,247
4	-1,122	-1,168	-1,211	-1,234	-1,257	-1,301
5	-1,162	-1,211	-1,257	-1,282	-1,307	-1,354
6	-1,201	-1,255	-1,304	-1,331	-1,358	-1,407
7	-1,241	-1,298	-1,351	-1,380	-1,409	-1,461
8	-1,280	-1,342	-1,398	-1,429	-1,459	-1,514
9	-1,320	-1,385	-1,444	-1,476	-1,510	-1,568
10	-1,359	-1,430	-1,491	-1,526	-1,560	-1,621
11	-1,400	-1,472	-1,538	-1,574	-1,611	-1,675

Percent Comparison

PERCENT CHANGES OF SALARY SCHEDULES

FOR SCHOOL DIST. MOUNTAIN VIEW SCHOOL (STATE)

AND SCHOOL DIST. HB 770 PROPOSAL

(COMPUTATION WAS MADE ON THE SAME STEP LEVEL OF TWO SCHEDULES.)

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15
1	-6.5	-6.5	-6.5	-6.5	-6.5	-6.5
2	-6.5	-6.5	-6.5	-6.5	-6.5	-6.5
3	-6.5	-6.5	-6.5	-6.5	-6.5	-6.5
4	-6.5	-6.5	-6.5	-6.5	-6.5	-6.5
5	-6.5	-6.5	-6.5	-6.5	-6.5	-6.5
6	-6.5	-6.5	-6.5	-6.5	-6.5	-6.5
7	-6.5	-6.5	-6.5	-6.5	-6.5	-6.5
8	-6.5	-6.5	-6.5	-6.5	-6.5	-6.5
9	-6.5	-6.5	-6.5	-6.5	-6.5	-6.5
10	-6.5	-6.5	-6.5	-6.5	-6.5	-6.5
11	-6.5	-6.5	-6.5	-6.5	-6.5	-6.5

ROLL CALL VOTE

HOUSE APPROPRIATIONS

COMMITTEE

DATE

BILL NO.

786

NUMBER

1

NAME	AYE	NAY
REPRESENTATIVE SPAETH	✓	
REPRESENTATIVE PECK		✓
REPRESENTATIVE IVERSON		✓
REPRESENTATIVE SWIFT		✓
REPRESENTATIVE OUILICI	✓	
REPRESENTATIVE BRADLEY	✓	
REPRESENTATIVE PETERSON		✓
REPRESENTATIVE MARKS		✓
REPRESENTATIVE CONNELLY	✓	
REPRESENTATIVE MENAHAN	✓	
REPRESENTATIVE THOFT		✓
REPRESENTATIVE KADAS	✓	
REPRESENTATIVE SWYSGOOD		✓
REPRESENTATIVE KIMBERLEY	✓	
REPRESENTATIVE NISBET	✓	
REPRESENTATIVE COBB		✓
REPRESENTATIVE GRINDE		✓
REPRESENTATIVE CODY		✓
REPRESENTATIVE GRADY		✓
REPRESENTATIVE BARDANOUVE		✓

TALLY

8

12

Sylvia Kinsey

Secretary

Representative Bardanouve

Chairman

MOTION:

Kadas
Add B-6-6

5.2

Amend

failed

ROLL CALL VOTE

HOUSE APPROPRIATIONS COMMITTEE
 DATE _____ BILL NO. 786 NUMBER 2

NAME	AYE	NAY
REPRESENTATIVE SPAETH	✓	
REPRESENTATIVE PECK	✓	
REPRESENTATIVE IVERSON	✓	
REPRESENTATIVE SWIFT		✓
REPRESENTATIVE OUILICI		✓
REPRESENTATIVE BRADLEY		✓
REPRESENTATIVE PETERSON	✓	
REPRESENTATIVE MARKS	✓	
REPRESENTATIVE CONNELLY		✓
REPRESENTATIVE MENAHAN		✓
REPRESENTATIVE THOFT	✓	
REPRESENTATIVE KADAS		✓
REPRESENTATIVE SWYSGOOD	✓	
REPRESENTATIVE KIMBERLEY		✓
REPRESENTATIVE NISBET		✓
REPRESENTATIVE COBB	✓	
REPRESENTATIVE GRINDE	✓	
REPRESENTATIVE CODY	✓	
REPRESENTATIVE GRADY	✓	
REPRESENTATIVE BARDANOUVE	✓	

TALLY

12 5

Sylvia Kinsey Secretary Representative Bardanouve Chairman

MOTION: 316 as amended

Travis

passed

STANDING COMMITTEE REPORT

March 21, 1989

Page 1 of 2

Mr. Speaker: We, the committee on Appropriations report that HOUSE BILL 786 (first reading copy -- white) do pass as amended .

Signed: Francis Bardanoue, Chairman

And, that such amendments read:

1. Title, line 10.

Following: "BENEFITS"

Insert: "AND FOR USE BY THE COMMITTEE ON STATE EMPLOYEE
COMPENSATION"

2. Page 14, line 13.

Strike: "9.25"

Insert: "9.30"

3. Page 14, line 14.

Strike: "9.65"

Insert: "9.70"

4. Page 14, line 15.

Strike: "10.05"

Insert: "10.10"

5. Page 14, line 16.

Strike: "10.45"

Insert: "10.50"

6. Page 14, line 17.

Strike: "10.85"

Insert: "10.90"

7. Page 14, line 18.

Strike: "11.25"

Insert: "11.30"

8. Page 14, line 19.

Strike: "11.65"

Insert: "11.70"

9. Page 14, line 20.

Strike: "12.05"

Insert: "12.10"

10. Page 14, line 21.

Strike: "12.45"

Insert: "12.50"

11. Page 14, line 22.

Strike: "12.85"

Insert: "12.90"

12. Page 14, line 23.

Strike: "13.25"

Insert: "13.30"

13. Page 14, line 24.

Strike: "13.65"

Insert: "13.70"

14. Page 17.

Following: line 24

Insert: "It is the intent of the legislature that a portion of the money appropriated to the Montana university system in House Bill No. 100 be used to fund increases in salaries for contract faculty and increases in salaries and group benefits for support staff and instructional support staff comparable to the increases provided in [this act] for other state employees.

(5) There is appropriated \$90,000 from the general fund to the department of administration for the biennium ending June 30, 1991, for use by the committee on state employee compensation provided for in [section 11]. These funds may be used for contracted services, salary and benefits for temporary staff, compensation for committee members, and other necessary expenses incurred by the committee in performing its duties as provided in [section 11]."

CHAIRMAN--PETER STORY
SECRETARY-DEBBIE THOMPSON
NORMAL SCHEDULE==> SITE: ROOM 108

COMMITTEE--(S) FINANCE & CLAIMS
DAYS: M,T,W,T,F TIME: 8:00 A.M.

OFFICE--

REFER

NOTE: BILL WILL BE LISTED TWICE IF REREFERRED BACK TO THE SAME COMMITTEE

BILL	=====	DATE	===	LATEST DATE/ACTION ON BILL	=====	TITLE-APPROPRIATE FUNDS FOR ADDITIONAL IN-HOME SERVICES FOR THE AGING
		SPONSOR:		ADDY, KELLY		
HB 768 A		03/27		04/27--(H) TRANSMITTED TO GOVERNOR		TITLE-APPROPRIATE MONEY TO MSU FOR MUSEUM OF THE ROCKIES
		SPONSOR:		ADDY, KELLY		
HB 769		03/27		04/24--(H) TRANSMITTED TO GOVERNOR		TITLE-MONTANA SUSTAINABLE AGRICULTURE RESEARCH AND EDUCATION ACT OF 1989
		SPONSOR:		ELLIOTT, JIM		
HB 772 A		03/27		04/27--(H) TRANSMITTED TO GOVERNOR		TITLE-ALLOWING LOAN TO ADMINISTER FEDERAL SURPLUS PROPERTY, MAKING APPROPRIATION
		SPONSOR:		SIMPKINS, RICHARD		
HB 773		03/22		04/27--(H) TRANSMITTED TO GOVERNOR		TITLE-THE MONTANA INITIATIVE FOR THE ABATEMENT OF MORTALITY IN INFANTS ACT
		SPONSOR:		WYATT, DIANA		
HB 775 A		03/27		04/24--(H) TRANSMITTED TO GOVERNOR		TITLE-WATER DEVELOPMENT LOANS AND GRANTS
		SPONSOR:		CONNELLY, MARY ELLEN		
HB 776 A		03/27		04/24--(H) TRANSMITTED TO GOVERNOR		TITLE-RECLAMATION AND DEVELOPMENT GRANTS
		SPONSOR:		CONNELLY, MARY ELLEN		
HB 777 A		03/27		04/24--(H) TRANSMITTED TO GOVERNOR		TITLE-APPROPRIATE MONEY FOR CAPITAL PROJECTS
		SPONSOR:		CONNELLY, MARY ELLEN		
HB 778 A		03/27		04/24--(H) TRANSMITTED TO GOVERNOR		TITLE-WATER DEVELOPMENT LOANS
		SPONSOR:		CONNELLY, MARY ELLEN		
HB 780		03/31		04/27--(H) TRANSMITTED TO GOVERNOR		TITLE-JUNK VEHICLE FUNDING
		SPONSOR:		DARKO, PAULA		
HB 782		04/06		04/24--(H) TRANSMITTED TO GOVERNOR		TITLE-REVISE FORENSICS FUNCTIONS OF JUSTICE
		SPONSOR:		QUILICI, JOE		
HB 786 A		03/27		04/27--(H) TRANSMITTED TO GOVERNOR		TITLE-ESTABLISHING COMPENSATION LEVELS FOR FY 90 AND 91 FOR STATE EMPLOYEES
		SPONSOR:		ADDY, KELLY		
HB 789 A		03/27		04/24--(H) TRANSMITTED TO GOVERNOR		TITLE-ACCEPT POWER-TOBIN MANSION
		SPONSOR:		CONNELLY, MARY ELLEN		

See also: informal discussion - Senate State Admin. 1/31/89

HOUSE BILL NO. 786

INTRODUCED BY ADDV

A BILL FOR AN ACT ENTITLED: "AN ACT GENERALLY REVISING PROVISIONS CONCERNING PERSONNEL CLASSIFICATION AND COMPENSATION FOR STATE EMPLOYEES; CLARIFYING THAT TEACHERS EMPLOYED BY THE DEPARTMENT OF FAMILY SERVICES ARE EXEMPT FROM THE STATE PERSONNEL CLASSIFICATION PLAN; REMOVING THE PROVISION FREEZING THE COMPENSATION OF EMPLOYEES WHO ARE EXEMPT FROM THE CLASSIFICATION PLAN; PROVIDING PAY SCHEDULES FOR FISCAL YEARS 1990 AND 1991 FOR CERTAIN STATE EMPLOYEES; REQUIRING THE BOARD OF REGENTS TO MAINTAIN ITS GROUP BENEFITS PLAN ON AN ACTUARIALLY SOUND BASIS; ESTABLISHING EMPLOYER CONTRIBUTION LEVELS FOR GROUP BENEFITS FOR FISCAL YEARS 1990 AND THEREAFTER; CREATING A COMMITTEE ON STATE EMPLOYEE COMPENSATION; APPROPRIATING FUNDS FOR PAYMENT OF COMPENSATION AND GROUP BENEFITS AND FOR USE BY THE COMMITTEE ON STATE EMPLOYEE COMPENSATION; AMENDING SECTIONS 2-18-103, 2-18-104, 2-18-301, 2-18-303, 2-18-312 THROUGH 2-18-315, 2-18-702, AND 2-18-703, MCA; AND PROVIDING EFFECTIVE DATES."

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

Section 1. Section 2-18-103, MCA, is amended to read:

"2-18-103. Officers and employees excepted. Parts 1 and 2 do not apply to the following positions in state government:

- (1) elected officials;
- (2) county assessors and their chief deputy;
- (3) officers and employees of the legislative branch;
- (4) judges and employees of the judicial branch;
- (5) members of boards and commissions appointed by the governor, appointed-by the legislature, or appointed-by other elected state officials;
- (6) officers or members of the militia;
- (7) agency heads appointed by the governor;



Montana Legislative Council

THIRD READING

HB 786

AS AMENDED

(8) academic and professional administrative personnel with individual contracts under the authority of the board of regents of higher education;

(9) academic and professional administrative personnel and live-in houseparents who have entered into individual contracts with the state school for the deaf and blind under the authority of the state board of public education;

(10) teachers under the authority of the department of institutions or family services;

(11) investment officer, assistant investment officer, executive director, and three professional staff positions of the board of investments;

(12) four professional staff positions under the board of oil and gas conservation; and

(13) assistant director for security of the Montana state lottery."

Section 2. Section 2-18-104, MCA, is amended to read:

"2-18-104. Exemption for personal staff -- limit. (1) Subject to the limitations in subsections (2) and (3), members of a personal staff are exempt from the application of 2-18-204, 2-18-205, 2-18-207, and 2-18-1011 through 2-18-1013.

(2) The personal staff who are exempted by subsection (1) may not exceed 10 unless otherwise approved by the department according to criteria developed by the department. Under no circumstances may the total exemptions of each elected official exceed 15.

(3) The number of members of the personal staff of the public service commission who are exempted by subsection (1) may not exceed 10.

~~(4)--A person occupying an exempt position under 2-18-103 or this section may not receive an increase in compensation unless the person changes positions or successfully completes a probationary period in fiscal year 1988 or 1989."~~

Section 3. Section 2-18-301, MCA, is amended to read:

"2-18-301. Purpose and intent of part -- rules. (1) The purpose of this part is to provide the compensation necessary to attract and retain competent and qualified employees in order to perform the services the state is required to provide to its citizens.

(2) It is the intent of the legislature that, for the biennium ending June 30, ~~1989~~ 1991, the:

(a) pay schedules provided for in 2-18-312 through 2-18-315 supersede any other plan or systems established through collective bargaining after the adjournment of the 50th 51st legislature;

(b) pay levels provided for in 2-18-312 through 2-18-315 may not be increased through collective bargaining after adjournment of the 50th 51st legislature; and

(c) total funds required to implement the pay schedules provided for in 2-18-312 through 2-18-315 for any employee group or bargaining unit may not be increased through collective bargaining over the amount appropriated by the 50th 51st legislature.

(3) The department shall administer the pay program established by the legislature on the basis of merit, internal equity, and competitiveness to external labor markets when fiscally able.

(4) The department may promulgate rules not inconsistent with the provisions of this part, collective bargaining statutes, or negotiated contracts to carry out the purposes of this part."

Section 4. Section 2-18-303, MCA, is amended to read:

"2-18-303. Procedures for utilizing pay schedule schedules. (1) The pay schedule schedules provided in 2-18-312 shall must be implemented as follows:

(a) The pay schedule schedules provided in 2-18-312 ~~indicates~~ indicate the annual compensation for the fiscal years ending June 30, ~~1988~~ 1990, and June 30, ~~1989~~ 1991, for each grade and step for positions classified under the provisions of part 2 of this chapter.

(b) Each new employee shall advance from step 1 to step 2 of a grade after successfully completing 6 months of probationary service. The anniversary date of an employee shall must be established at the end of the probationary period in accordance with rules promulgated by the department.

(c) (i) The compensation of each employee on the first day of the first pay period in fiscal year ~~1988--shall--be~~ 1990 is that amount ~~which--corresponds~~ corresponding to the grade and step occupied on the last day of the preceding fiscal year of ~~1987~~ 1989.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1989--shall--be~~ 1991

1 ~~is that amount which-corresponds~~ corresponding to the grade and step occupied on the last day of the fiscal year ~~1988~~
2 1990.

3 (2) The pay ~~schedate~~ schedules provided in 2-18-312 and the provisions of subsection (1) ~~of-this--section~~ do not
4 apply to those ~~institutional~~ teachers, liquor store occupations, or blue-collar occupations compensated under the pay
5 schedules provided in 2-18-313; ~~2-18-314; or~~ through 2-18-315.

6 (3) The pay schedules provided in 2-18-313; ~~2-18-314; or~~ through 2-18-315 ~~shall~~ must be implemented as follows:

7 (a) (i) The pay schedules provided for in 2-18-313 indicate the annual compensation for the contracted school term
8 for teachers employed ~~by-institutions~~ under the authority of the department of institutions or the department of family
9 services for fiscal years ~~1988~~ 1990 and ~~1989~~ 1991.

10 (ii) ~~The--compensation--of--each--teacher--on~~ ON the first day of the first pay period in July ~~1987-shall-be~~ 1989 is
11 ~~that-amount which-corresponds~~ corresponding-to-his-level-of-academic-achievement-and, EACH TEACHER SHALL ADVANCE THREE
12 STEPS ON THE APPROPRIATE PAY SCHEDULE FOR FISCAL YEAR 1990 FROM the step THAT HE occupied on June 30, ~~1987~~ 1989.

13 (iii) The compensation of each teacher on the first day of the first pay period in July ~~1988-shall-be~~ 1990 is that
14 amount ~~which-corresponds~~ corresponding to his level of academic achievement and the step occupied on June 30, ~~1987~~ 1990.

15 (b) (i) The pay ~~schedate~~ schedules provided in 2-18-314 ~~indicates~~ indicate the maximum hourly compensation for
16 fiscal years ending June 30, ~~1988~~ 1990, and June 30, ~~1989~~ 1991, for those employees in liquor store occupations who have
17 collectively bargained separate classification and pay plans.

18 (ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1988~~ 1990 or ~~1989;~~
19 ~~as-the-case-may-be; shall-be~~ 1991 is that amount ~~which-corresponds~~ corresponding to that the grade occupied on the last
20 day of the preceding fiscal year.

21 (c) (i) The pay ~~schedate~~ schedules provided in 2-18-315 ~~indicates~~ indicate the maximum hourly compensation for
22 fiscal years ending June 30, ~~1988~~ 1990, and June 30, ~~1989~~ 1991, for employees in apprentice trades and crafts and other
23 blue-collar occupations recognized in the state blue-collar classification plan who are members of units that have
24 collectively bargained separate classification and pay plans.

25 (ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1988~~ 1990 or ~~1989;~~

1 ~~as--the case may be, shall be~~ 1991 is that amount which corresponds corresponding to that the grade occupied on the last
 2 day of the preceding fiscal year.

3 (4) (a) (i) No A member of a bargaining unit may not receive the amounts indicated in the respective pay schedules
 4 provided in 2-18-312 through 2-18-315 until the bargaining unit of which he is a member ratifies a completely integrated
 5 collective bargaining agreement covering the biennium ending June 30, ~~1989~~ 1991.

6 (ii) ~~in-the-event-that~~ If negotiation and ratification of a completely integrated collective bargaining agreement
 7 as required by subsection (4)(a)(i) ~~of this section~~ are not completed by July 1, ~~1987~~ 1989, retroactivity to that date
 8 may be negotiated.

9 (iii) ~~in-the-event-that~~ If negotiation and ratification of a completely integrated collective bargaining agreement
 10 as required by subsection (4)(a)(i) ~~of this section~~ are not completed by July 1, ~~1987~~ 1989, members of the bargaining
 11 unit involved ~~with~~ must continue to receive the compensation they were receiving as of June 30, ~~1987~~ 1989.

12 (b) Methods of administration not inconsistent with the purpose of this part and necessary to properly implement
 13 the pay schedules provided in 2-18-312 through 2-18-315 may be provided for in collective bargaining agreements.

14 (5) The current wage or salary of an employee ~~shall~~ may not be reduced by the implementation of the pay schedules
 15 provided for in 2-18-312 through 2-18-315.

16 (6) The department may authorize a separate pay schedule for medical doctors if the rates provided in 2-18-312 are
 17 not sufficient to attract and retain fully licensed and qualified physicians at the state institutions.

18 (7) The department may develop programs ~~which with~~ that enable the department to mitigate problems associated with
 19 difficult recruitment, retention, transfer, or other exceptional circumstances. Insofar as the program may apply to
 20 employees within a collective bargaining unit, it ~~shall be~~ is a negotiable subject under 39-31-305."

21 Section 5. Section 2-18-312, MCA, is amended to read:

22 "2-18-312. Statewide pay schedote schedules for fiscal years ~~1988~~ 1990 and ~~1989~~ 1991. (1) The statewide
 23 classification pay schedule for fiscal years ~~1988 and 1989~~ year 1990 is as follows:

24 Annual Hours -- 2080

Note: Includes Insurance

25 Pay Matrix -- State

Matrix Type -- Annual

1			STEP											
2	GRADE	--1	--2	--3	--4	--5	--6	--7	--8	--9	-+0	-+1	-+2	-+3
3	1	9,392	10,099	10,301	10,507	10,717	10,931	11,150	11,373	11,600	11,832	12,069	12,310	12,552
4	2	9,874	10,617	10,829	11,046	11,267	11,492	11,722	11,956	12,195	12,439	12,688	12,942	13,199
5	3	10,398	11,181	11,405	11,633	11,866	12,103	12,345	12,592	12,844	13,101	13,363	13,630	13,895
6	4	10,971	11,797	12,033	12,274	12,519	12,769	13,024	13,284	13,550	13,821	14,097	14,379	14,654
7	5	11,603	12,476	12,726	12,981	13,241	13,506	13,776	14,052	14,333	14,620	14,912	15,210	15,513
8	6	12,295	13,220	13,484	13,754	14,029	14,310	14,596	14,888	15,186	15,490	15,800	16,116	16,437
9	7	13,062	14,045	14,326	14,613	14,905	15,203	15,507	15,817	16,133	16,456	16,785	17,121	17,463
10	8	13,889	14,934	15,233	15,538	15,849	16,166	16,489	16,819	17,155	17,498	17,848	18,205	18,568
11	9	14,807	15,922	16,240	16,565	16,896	17,234	17,579	17,931	18,290	18,656	19,029	19,410	19,797
12	10	15,813	17,003	17,343	17,690	18,044	18,405	18,773	19,148	19,531	19,922	20,320	20,726	21,139
13	11	16,912	18,185	18,549	18,920	19,298	19,684	20,078	20,480	20,890	21,308	21,734	22,169	22,613
14	12	18,120	19,493	19,883	20,281	20,687	21,101	21,523	21,953	22,392	22,840	23,297	23,763	24,239
15	13	19,464	20,929	21,348	21,775	22,211	22,655	23,108	23,570	24,041	24,522	25,012	25,512	26,021
16	14	21,140	22,731	23,186	23,650	24,123	24,605	25,097	25,599	26,111	26,633	27,166	27,709	28,263
17	15	22,885	24,608	25,100	25,602	26,114	26,636	27,169	27,712	28,266	28,831	29,408	29,996	30,595
18	16	24,846	26,716	27,250	27,795	28,351	28,918	29,496	30,086	30,688	31,302	31,928	32,567	33,219
19	17	26,967	28,997	29,577	30,169	30,772	31,387	32,015	32,655	33,308	33,974	34,653	35,346	36,053
20	18	29,312	31,518	32,148	32,791	33,447	34,116	34,798	35,494	36,204	36,928	37,667	38,420	39,187
21	19	31,888	34,288	34,974	35,673	36,386	37,114	37,856	38,613	39,385	40,173	40,976	41,796	42,631
22	20	34,781	37,313	38,059	38,820	39,596	40,388	41,196	42,020	42,860	43,717	44,591	45,481	46,387
23	21	37,795	40,648	41,453	42,282	43,128	43,991	44,871	45,768	46,683	47,617	48,570	49,541	50,530
24	22	41,191	44,291	45,177	46,081	47,003	47,943	48,902	49,880	50,878	51,897	52,936	53,995	55,075
25	23	44,986	48,286	49,252	50,237	51,242	52,267	53,312	54,378	55,465	56,573	57,702	58,852	60,023

1	24	48,988	52,675	53,729	54,884	55,988	57,018	58,158	58,158	58,158	58,158	58,158	58,158	58,158
2	25	59,471	57,496	58,646	59,819	61,015	62,235	62,235	62,235	62,235	62,235	62,235	62,235	62,235
3		STEP												
4	GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
5	1	10,132	10,839	11,041	11,247	11,457	11,671	11,890	12,113	12,340	12,572	12,809	13,050	13,542
6	2	10,614	11,357	11,569	11,786	12,007	12,232	12,462	12,696	12,935	13,179	13,428	13,682	14,200
7	3	11,138	11,921	12,145	12,373	12,606	12,843	13,085	13,332	13,584	13,841	14,103	14,370	14,915
8	4	11,711	12,537	12,773	13,014	13,259	13,509	13,764	14,024	14,290	14,561	14,837	15,119	15,694
9	5	12,343	13,216	13,466	13,721	13,981	14,246	14,516	14,792	15,073	15,360	15,652	15,950	16,558
10	6	13,035	13,960	14,224	14,494	14,769	15,050	15,336	15,628	15,926	16,230	16,540	16,856	17,501
11	7	13,802	14,785	15,066	15,353	15,645	15,943	16,247	16,557	16,873	17,196	17,525	17,861	18,546
12	8	14,629	15,674	15,973	16,278	16,589	16,906	17,229	17,559	17,895	18,238	18,588	18,945	19,673
13	9	15,547	16,662	16,980	17,305	17,636	17,974	18,319	18,671	19,030	19,396	19,769	20,150	20,926
14	10	16,553	17,743	18,083	18,430	18,784	19,145	19,513	19,888	20,271	20,662	21,060	21,466	22,295
15	11	17,652	18,925	19,289	19,660	20,038	20,424	20,818	21,220	21,630	22,048	22,474	22,909	23,796
16	12	18,868	20,233	20,623	21,021	21,427	21,841	22,263	22,693	23,132	23,580	24,037	24,503	25,477
17	13	20,204	21,669	22,088	22,515	22,951	23,395	23,848	24,310	24,788	25,281	25,783	26,295	27,341
18	14	21,880	23,471	23,926	24,390	24,872	25,366	25,870	26,384	26,909	27,444	27,991	28,547	29,683
19	15	23,625	25,369	25,873	26,388	26,912	27,447	27,994	28,550	29,118	29,697	30,289	30,891	32,121
20	16	25,613	27,529	28,077	28,635	29,205	29,786	30,379	30,984	31,601	32,230	32,872	33,527	34,862
21	17	27,787	29,867	30,462	31,069	31,687	32,317	32,961	33,617	34,286	34,969	35,665	36,375	37,825
22	18	30,190	32,451	33,097	33,756	34,429	35,114	35,813	36,527	37,255	37,997	38,754	39,526	41,101
23	19	32,831	35,291	35,994	36,710	37,441	38,187	38,948	39,724	40,515	41,323	42,146	42,986	44,986
24	20	35,714	38,391	39,156	39,936	40,731	41,543	42,371	43,216	44,077	44,955	45,851	46,761	48,951
25	21	38,885	41,802	42,635	43,485	44,352	45,236	46,138	47,058	47,996	48,953	49,933	50,933	53,153

1	<u>22</u>	<u>42,366</u>	<u>45,544</u>	<u>46,452</u>	<u>47,379</u>	<u>48,324</u>	<u>49,287</u>	<u>50,270</u>	<u>51,273</u>	<u>52,295</u>	<u>52,295</u>	<u>52,295</u>	<u>52,295</u>	<u>52,295</u>
2	<u>23</u>	<u>46,174</u>	<u>49,639</u>	<u>50,629</u>	<u>51,638</u>	<u>52,669</u>	<u>53,719</u>	<u>54,790</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>
3	<u>24</u>	<u>50,358</u>	<u>54,137</u>	<u>55,218</u>	<u>56,320</u>	<u>57,443</u>	<u>58,589</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>
4	<u>25</u>	<u>54,953</u>	<u>59,079</u>	<u>60,258</u>	<u>61,460</u>	<u>62,686</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>

(2) The statewide classification pay schedule for fiscal year 1991 is as follows:

Annual Hours -- 2080

Note: Includes Insurance

Pay Matrix -- State

Matrix Type -- Annual

STEP

<u>GRADE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>
<u>1</u>	<u>10,932</u>	<u>11,639</u>	<u>11,841</u>	<u>12,047</u>	<u>12,257</u>	<u>12,471</u>	<u>12,690</u>	<u>12,913</u>	<u>13,140</u>	<u>13,372</u>	<u>13,609</u>	<u>13,850</u>	<u>14,342</u>
<u>2</u>	<u>11,414</u>	<u>12,157</u>	<u>12,369</u>	<u>12,586</u>	<u>12,807</u>	<u>13,032</u>	<u>13,262</u>	<u>13,496</u>	<u>13,735</u>	<u>13,979</u>	<u>14,228</u>	<u>14,482</u>	<u>15,000</u>
<u>3</u>	<u>11,938</u>	<u>12,721</u>	<u>12,945</u>	<u>13,173</u>	<u>13,406</u>	<u>13,643</u>	<u>13,885</u>	<u>14,132</u>	<u>14,384</u>	<u>14,641</u>	<u>14,903</u>	<u>15,170</u>	<u>15,715</u>
<u>4</u>	<u>12,511</u>	<u>13,337</u>	<u>13,573</u>	<u>13,814</u>	<u>14,059</u>	<u>14,309</u>	<u>14,564</u>	<u>14,824</u>	<u>15,090</u>	<u>15,361</u>	<u>15,637</u>	<u>15,919</u>	<u>16,494</u>
<u>5</u>	<u>13,143</u>	<u>14,016</u>	<u>14,266</u>	<u>14,521</u>	<u>14,781</u>	<u>15,046</u>	<u>15,316</u>	<u>15,592</u>	<u>15,873</u>	<u>16,160</u>	<u>16,452</u>	<u>16,750</u>	<u>17,358</u>
<u>6</u>	<u>13,835</u>	<u>14,760</u>	<u>15,024</u>	<u>15,294</u>	<u>15,569</u>	<u>15,850</u>	<u>16,136</u>	<u>16,428</u>	<u>16,726</u>	<u>17,030</u>	<u>17,340</u>	<u>17,656</u>	<u>18,301</u>
<u>7</u>	<u>14,602</u>	<u>15,585</u>	<u>15,866</u>	<u>16,153</u>	<u>16,445</u>	<u>16,743</u>	<u>17,047</u>	<u>17,357</u>	<u>17,673</u>	<u>17,996</u>	<u>18,325</u>	<u>18,661</u>	<u>19,346</u>
<u>8</u>	<u>15,429</u>	<u>16,474</u>	<u>16,773</u>	<u>17,078</u>	<u>17,389</u>	<u>17,706</u>	<u>18,029</u>	<u>18,359</u>	<u>18,695</u>	<u>19,038</u>	<u>19,388</u>	<u>19,745</u>	<u>20,473</u>
<u>9</u>	<u>16,347</u>	<u>17,462</u>	<u>17,780</u>	<u>18,105</u>	<u>18,436</u>	<u>18,774</u>	<u>19,119</u>	<u>19,471</u>	<u>19,830</u>	<u>20,196</u>	<u>20,569</u>	<u>20,950</u>	<u>21,726</u>
<u>10</u>	<u>17,353</u>	<u>18,543</u>	<u>18,883</u>	<u>19,230</u>	<u>19,584</u>	<u>19,945</u>	<u>20,313</u>	<u>20,688</u>	<u>21,071</u>	<u>21,462</u>	<u>21,860</u>	<u>22,266</u>	<u>23,095</u>
<u>11</u>	<u>18,452</u>	<u>19,725</u>	<u>20,089</u>	<u>20,460</u>	<u>20,838</u>	<u>21,224</u>	<u>21,618</u>	<u>22,020</u>	<u>22,430</u>	<u>22,848</u>	<u>23,274</u>	<u>23,709</u>	<u>24,596</u>
<u>12</u>	<u>19,668</u>	<u>21,033</u>	<u>21,423</u>	<u>21,821</u>	<u>22,227</u>	<u>22,641</u>	<u>23,063</u>	<u>23,493</u>	<u>23,932</u>	<u>24,380</u>	<u>24,839</u>	<u>25,317</u>	<u>26,315</u>
<u>13</u>	<u>21,004</u>	<u>22,469</u>	<u>22,888</u>	<u>23,315</u>	<u>23,751</u>	<u>24,195</u>	<u>24,648</u>	<u>25,119</u>	<u>25,609</u>	<u>26,114</u>	<u>26,629</u>	<u>27,153</u>	<u>28,226</u>
<u>14</u>	<u>22,680</u>	<u>24,271</u>	<u>24,726</u>	<u>25,201</u>	<u>25,695</u>	<u>26,201</u>	<u>26,718</u>	<u>27,245</u>	<u>27,783</u>	<u>28,331</u>	<u>28,892</u>	<u>29,462</u>	<u>30,626</u>
<u>15</u>	<u>24,425</u>	<u>26,204</u>	<u>26,721</u>	<u>27,249</u>	<u>27,786</u>	<u>28,334</u>	<u>28,895</u>	<u>29,465</u>	<u>30,047</u>	<u>30,640</u>	<u>31,247</u>	<u>31,864</u>	<u>33,125</u>
<u>16</u>	<u>26,454</u>	<u>28,418</u>	<u>28,980</u>	<u>29,552</u>	<u>30,136</u>	<u>30,732</u>	<u>31,339</u>	<u>31,960</u>	<u>32,592</u>	<u>33,237</u>	<u>33,895</u>	<u>34,566</u>	<u>35,935</u>

1	17	<u>28,683</u>	<u>30,815</u>	<u>31,425</u>	<u>32,047</u>	<u>32,680</u>	<u>33,326</u>	<u>33,986</u>	<u>34,658</u>	<u>35,344</u>	<u>36,044</u>	<u>36,758</u>	<u>37,485</u>	<u>38,972</u>
2	18	<u>31,146</u>	<u>33,463</u>	<u>34,125</u>	<u>34,801</u>	<u>35,491</u>	<u>36,193</u>	<u>36,909</u>	<u>37,641</u>	<u>38,387</u>	<u>39,148</u>	<u>39,924</u>	<u>40,715</u>	<u>42,330</u>
3	19	<u>33,853</u>	<u>36,374</u>	<u>37,095</u>	<u>37,829</u>	<u>38,578</u>	<u>39,343</u>	<u>40,123</u>	<u>40,918</u>	<u>41,729</u>	<u>42,557</u>	<u>43,401</u>	<u>44,262</u>	<u>44,262</u>
4	20	<u>36,808</u>	<u>39,552</u>	<u>40,336</u>	<u>41,135</u>	<u>41,950</u>	<u>42,783</u>	<u>43,631</u>	<u>44,497</u>	<u>45,380</u>	<u>46,280</u>	<u>47,198</u>	<u>47,198</u>	<u>47,198</u>
5	21	<u>40,058</u>	<u>43,048</u>	<u>43,902</u>	<u>44,773</u>	<u>45,662</u>	<u>46,568</u>	<u>47,492</u>	<u>48,435</u>	<u>49,397</u>	<u>50,378</u>	<u>50,378</u>	<u>50,378</u>	<u>50,378</u>
6	22	<u>43,626</u>	<u>46,884</u>	<u>47,814</u>	<u>48,764</u>	<u>49,733</u>	<u>50,720</u>	<u>51,728</u>	<u>52,756</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>
7	23	<u>47,529</u>	<u>51,081</u>	<u>52,096</u>	<u>53,130</u>	<u>54,187</u>	<u>55,263</u>	<u>56,361</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>
8	24	<u>51,818</u>	<u>55,691</u>	<u>56,799</u>	<u>57,929</u>	<u>59,080</u>	<u>60,255</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>
9	25	<u>56,528</u>	<u>60,757</u>	<u>61,965</u>	<u>63,198</u>	<u>64,454</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>

10 Section 6. Section 2-18-313, MCA, is amended to read:

11 "2-18-313. Institutional teachers' Teachers' pay schedules. The department of institutions shall adjust the 1987
12 pay schedules for institutional teachers so that the cost of implementing the adjusted schedules is equal to the
13 appropriation provided for in section 3, Chapter 62, Laws of 1987. The adjusted schedules must be applied as provided
14 in 2-18-383: (1) (a) The 12-month pay schedule for teachers for fiscal year 1990 is as follows:

15 Annual Hours -- 2080

Note: Includes Insurance

16 Term -- Twelve Months

Matrix Type -- Annual

17 Education Level

18	<u>STEP</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
19	<u>1</u>	<u>21,228</u>	<u>21,870</u>	<u>22,529</u>	<u>22,850</u>	<u>23,173</u>	<u>23,832</u>
20	<u>2</u>	<u>21,983</u>	<u>22,699</u>	<u>23,416</u>	<u>23,775</u>	<u>24,134</u>	<u>24,859</u>
21	<u>3</u>	<u>22,738</u>	<u>23,529</u>	<u>24,302</u>	<u>24,706</u>	<u>25,110</u>	<u>25,905</u>
22	<u>4</u>	<u>23,494</u>	<u>24,362</u>	<u>25,206</u>	<u>25,652</u>	<u>26,097</u>	<u>26,949</u>
23	<u>5</u>	<u>24,247</u>	<u>25,206</u>	<u>26,115</u>	<u>26,598</u>	<u>27,084</u>	<u>27,995</u>
24	<u>6</u>	<u>25,016</u>	<u>26,060</u>	<u>27,027</u>	<u>27,548</u>	<u>28,071</u>	<u>29,041</u>
25	<u>7</u>	<u>25,786</u>	<u>26,908</u>	<u>27,934</u>	<u>28,496</u>	<u>29,056</u>	<u>30,083</u>

1	<u>8</u>	<u>26,561</u>	<u>27,760</u>	<u>28,847</u>	<u>29,446</u>	<u>30,045</u>	<u>31,127</u>
2	<u>9</u>	<u>27,335</u>	<u>28,610</u>	<u>29,756</u>	<u>30,392</u>	<u>31,033</u>	<u>32,172</u>
3	<u>10</u>	<u>28,108</u>	<u>29,464</u>	<u>30,664</u>	<u>31,340</u>	<u>32,018</u>	<u>33,218</u>
4	<u>11</u>	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>
5	<u>12</u>	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>
6	<u>13</u>	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>

(b) The 9-month pay schedule for teachers for fiscal year 1990 is as follows:

Annual Hours -- 1480

Note: Includes Insurance

Term -- Nine Months

Matrix Type -- Annual

10		<u>Education Level</u>					
11	<u>STEP</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
12	<u>1</u>	<u>16,451</u>	<u>16,933</u>	<u>17,427</u>	<u>17,668</u>	<u>17,910</u>	<u>18,404</u>
13	<u>2</u>	<u>17,017</u>	<u>17,554</u>	<u>18,092</u>	<u>18,361</u>	<u>18,631</u>	<u>19,168</u>
14	<u>3</u>	<u>17,583</u>	<u>18,176</u>	<u>18,757</u>	<u>19,056</u>	<u>19,352</u>	<u>19,933</u>
15	<u>4</u>	<u>18,151</u>	<u>18,801</u>	<u>19,422</u>	<u>19,749</u>	<u>20,074</u>	<u>20,697</u>
16	<u>5</u>	<u>18,715</u>	<u>19,422</u>	<u>20,087</u>	<u>20,441</u>	<u>20,796</u>	<u>21,463</u>
17	<u>6</u>	<u>19,283</u>	<u>20,047</u>	<u>20,755</u>	<u>21,136</u>	<u>21,518</u>	<u>22,228</u>
18	<u>7</u>	<u>19,846</u>	<u>20,667</u>	<u>21,418</u>	<u>21,829</u>	<u>22,239</u>	<u>22,990</u>
19	<u>8</u>	<u>20,414</u>	<u>21,291</u>	<u>22,086</u>	<u>22,524</u>	<u>22,963</u>	<u>23,754</u>
20	<u>9</u>	<u>20,980</u>	<u>21,913</u>	<u>22,751</u>	<u>23,217</u>	<u>23,685</u>	<u>24,519</u>
21	<u>10</u>	<u>21,546</u>	<u>22,537</u>	<u>23,416</u>	<u>23,910</u>	<u>24,406</u>	<u>25,304</u>
22	<u>11</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>
23	<u>12</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>
24	<u>13</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>

(2) (a) The 12-month pay schedule for teachers for fiscal year 1991 is as follows:

Annual Hours -- 2080Note: Includes InsuranceTerm -- Twelve MonthsMatrix Type -- AnnualEducation Level

<u>STEP</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
1	22,028	22,670	23,329	23,650	23,973	24,632
2	22,783	23,499	24,216	24,575	24,938	25,681
3	23,538	24,329	25,111	25,525	25,939	26,754
4	24,294	25,172	26,037	26,494	26,950	27,824
5	25,054	26,037	26,969	27,464	27,962	28,896
6	25,842	26,913	27,904	28,438	28,974	29,968
7	26,632	27,782	28,833	29,409	29,983	31,036
8	27,426	28,655	29,769	30,383	30,997	32,106
9	28,219	29,526	30,701	31,353	32,010	33,177
10	29,012	30,402	31,632	32,325	33,019	34,249
11	29,807	31,244	32,561	33,296	34,031	35,318
12	29,807	31,244	32,561	33,296	34,031	35,318
13	29,807	31,244	32,561	33,296	34,031	35,318

(b) The 9-month pay schedule for teachers for fiscal year 1991 is as follows:Annual Hours -- 1480Note: Includes InsuranceTerm -- Nine MonthsMatrix Type -- AnnualEducation Level

<u>STEP</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
1	17,251	17,733	18,227	18,468	18,710	19,204
2	17,817	18,354	18,892	19,161	19,431	19,968
3	18,383	18,976	19,557	19,856	20,152	20,733

1	<u>4</u>	<u>18,951</u>	<u>19,601</u>	<u>20,222</u>	<u>20,549</u>	<u>20,874</u>	<u>21,497</u>
2	<u>5</u>	<u>19,515</u>	<u>20,222</u>	<u>20,887</u>	<u>21,241</u>	<u>21,596</u>	<u>22,263</u>
3	<u>6</u>	<u>20,083</u>	<u>20,847</u>	<u>21,555</u>	<u>21,936</u>	<u>22,318</u>	<u>23,028</u>
4	<u>7</u>	<u>20,646</u>	<u>21,467</u>	<u>22,218</u>	<u>22,629</u>	<u>23,039</u>	<u>23,790</u>
5	<u>8</u>	<u>21,214</u>	<u>22,091</u>	<u>22,886</u>	<u>23,324</u>	<u>23,763</u>	<u>24,554</u>
6	<u>9</u>	<u>21,780</u>	<u>22,713</u>	<u>23,551</u>	<u>24,017</u>	<u>24,485</u>	<u>25,333</u>
7	<u>10</u>	<u>22,346</u>	<u>23,337</u>	<u>24,216</u>	<u>24,710</u>	<u>25,217</u>	<u>26,138</u>
8	<u>11</u>	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>
9	<u>12</u>	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>
10	<u>13</u>	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938"</u>

Section 7. Section 2-18-314, MCA, is amended to read:

"2-18-314. Liquor store occupations pay schedule schedules. (1) The pay schedule for liquor store occupations for fiscal years ~~1988~~ and ~~1989~~ year 1990 is as follows:

Annual Hours -- 2080

Note: With Insurance

Pay Matrix -- Retail Clerk

Matrix Type -- Hourly

16	Grade	\$/Hour
17		W/Ins.
18	L1	8.888 <u>0.000</u>
19	L2	7.688 <u>8.040</u>
20	L3	8.188 <u>8.540</u>
21	L4	8.468 <u>8.820</u>
22	L5	8.758 <u>9.110</u>
23	L6	9.868 <u>9.720</u>
24	L7	10.828 <u>10.380</u>
25	L8	10.778 <u>11.130</u>

(2) The pay schedule for liquor store occupations for fiscal year 1991 is as follows:

<u>Annual Hours -- 2080</u>		<u>Note: With Insurance</u>
<u>Pay Matrix -- Retail Clerk</u>		<u>Matrix Type -- Hourly</u>
<u>Grade</u>		<u>\$/Hour</u>
		<u>W/Ins.</u>
<u>L1</u>		<u>0.000</u>
<u>L2</u>		<u>8.425</u>
<u>L3</u>		<u>8.925</u>
<u>L4</u>		<u>9.205</u>
<u>L5</u>		<u>9.495</u>
<u>L6</u>		<u>10.105</u>
<u>L7</u>		<u>10.765</u>
<u>L8</u>		<u>11.515"</u>

Section 8. Section 2-18-315, MCA, is amended to read:

"2-18-315. Blue-collar pay schedule schedules. (1) The pay schedule for blue-collar workers for fiscal years--1988 and 1989 year 1990 is as follows:

<u>Annual Hours -- 2080</u>		<u>Note: With Insurance</u>
<u>Pay Matrix -- Blue-Collar</u>		<u>Matrix Type -- Hourly</u>
<u>Grade</u>		<u>\$/Hour</u>
		<u>W/Ins.</u>
<u>B1</u>		<u>8-153 8.51</u>
<u>B2</u>		<u>8-553 8.91</u>
<u>B3</u>		<u>8-953 9.31</u>
<u>B4</u>		<u>9-353 9.71</u>
<u>B5</u>		<u>9-753 10.11</u>

1	B6	+0-153 <u>10.51</u>
2	B7	+0-553 <u>10.91</u>
3	B8	+0-953 <u>11.31</u>
4	B9	+1-353 <u>11.71</u>
5	B10	+1-753 <u>12.11</u>
6	B11	+2-153 <u>12.51</u>
7	B12	+2-553 <u>12.91</u>
8	B00	+2-953 <u>13.31</u>

(2) The pay schedule for blue-collar workers for fiscal year 1991 is as follows:

10	<u>Annual Hours -- 2080</u>	<u>Note: With Insurance</u>
11	<u>Pay Matrix -- Blue-Collar</u>	<u>Matrix Type -- Hourly</u>
12	<u>Grade</u>	<u>\$/Hour</u>
13		<u>W/Ins.</u>
14	<u>B1</u>	<u>8.90</u>
15	<u>B2</u>	9-25 <u>9.30</u>
16	<u>B3</u>	9-65 <u>9.70</u>
17	<u>B4</u>	+0-85 <u>10.10</u>
18	<u>B5</u>	+0-45 <u>10.50</u>
19	<u>B6</u>	+0-85 <u>10.90</u>
20	<u>B7</u>	+1-25 <u>11.30</u>
21	<u>B8</u>	+1-65 <u>11.70</u>
22	<u>B9</u>	+2-05 <u>12.10</u>
23	<u>B10</u>	+2-45 <u>12.50</u>
24	<u>B11</u>	+2-85 <u>12.90</u>
25	<u>B12</u>	+3-25 <u>13.30</u>

B00

~~18-65~~ 13.70"

Section 9. Section 2-18-702, MCA, is amended to read:

"2-18-702. Group insurance for public employees and officers. (1) All counties, cities, towns, school districts, and the board of regents shall upon approval by two-thirds vote of their respective officers and employees enter into group hospitalization, medical, health, including long-term disability, accident, and/or group life insurance contracts or plans for the benefit of their officers and employees and their dependents.

(2) State employees and elected officials, as defined in 2-18-701, may participate in such state employee group benefit plans as are provided for under part 8 of this chapter.

(3) For state officers and employees, the premiums required from time to time to maintain the insurance in force shall be paid by the insured officers and employees, and the auditor shall deduct the premiums from the salary or wages of each officer or employee who elects to become insured, on the officer's or employee's written order, and issue his warrant therefor to the insurer.

(4) For the purpose of this section, the plans of health service corporations for defraying or assuming the cost of professional services of licentiates in the field of health or the services of hospitals, clinics, or sanitariums or both professional and hospital services shall be construed as group insurance and the dues payable under such plans shall be construed as premiums therefor.

(5) If the board of regents implements an alternative to conventional insurance to provide group benefits to its employees, the board shall maintain the alternative plan on an actuarially sound basis."

Section 10. Section 2-18-703, MCA, is amended to read:

"2-18-703. Contributions. (1) Each agency, as defined in 2-18-601, shall contribute the amount specified in this section towards the group benefits cost.

(2) For employees defined in 2-18-701, other than members of collective bargaining units, and for members of the legislature, the employer contribution for group benefits shall be ~~\$115~~ \$130 per month for the fiscal years year ending June 30, ~~1988~~ 1990, and \$150 per month for the fiscal year ending June 30, ~~1989~~ 1991, and ~~\$115-per-month~~ for each fiscal year thereafter. Permanent part-time employees who are regularly scheduled to work less than 20 hours a week are not

1 eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit
 2 plan may not receive the state contribution as wages. A portion of the employer contribution for group benefits may be
 3 applied to an employee's costs for participation in Part B of medicare under Title XVIII of the Social Security Act of
 4 1965, as amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

5 (3) For employees of elementary and high school districts and of local government units, the employer's premium
 6 contributions may exceed but may not be less than \$10 per month.

7 (4) Unused employer contributions for any state employee shall must be transferred to an account established for
 8 this purpose by the department of administration and upon such transfer may be used to offset losses occurring to the
 9 group of which the employee is eligible to be a member."

10 NEW SECTION. Section 11. **Committee on state employee compensation.** (1) (a) There is a committee on state employee
 11 compensation.

12 (b) The governor shall appoint seven members to the committee. Two of the members must be representatives of
 13 employee organizations and have knowledge of or experience in negotiating the pay schedules provided in 2-18-312 through
 14 2-18-315.

15 (c) The president of the senate shall appoint one senator and the speaker of the house of representatives shall
 16 appoint one representative to the committee.

17 (2) A committee member shall serve until the committee terminates on July 1, 1991. A vacancy on the committee
 18 must be filled in the same manner as the original appointment.

19 (3) The governor shall appoint the chairman and vice chairman of the committee. The committee shall meet upon the
 20 call of the chairman or at the request of five members. Five members constitute a quorum to transact business.

21 (4) A member is entitled to compensation as provided in 2-15-122(5).

22 (5) The committee shall:

23 (a) examine policies governing state employee compensation in Montana;

24 (b) study compensation policies of other comparable governmental and private sector entities;

25 (c) review professional literature and research on compensation issues;

(d) analyze and assess various components of the Montana state employee compensation system;

(e) identify problems with the state employee compensation system and options for resolving these problems. State employees and managers may be surveyed to assist in identifying these problems and options.

(f) develop recommendations to maximize employee productivity and promote quality governmental services within available funding; and

(g) report its findings, recommendations, and any proposed legislation to the governor and the 52nd legislature.

(6) The state personnel division, department of administration, shall provide staff assistance to the committee.

NEW SECTION. Section 12. **Appropriation.** (1) (a) In addition to the appropriation in House Bill No. 100, there is appropriated ~~\$16,988,888~~ \$17,227,616 to the office of budget and program planning from the general fund for the biennium ending June 30, 1991, to implement [this act] as it pertains to judicial and executive branch agencies.

(b) To implement [this act], the office of budget and program planning shall increase the expenditure authority of judicial and executive branch agencies by \$16,450,000 for the biennium ending June 30, 1991, from funds other than from the general fund that accrue under the provisions of law to the respective agencies.

(2) The following money is appropriated to the listed agencies:

	Fiscal 1990		Fiscal 1991	
	General	State Special	General	State Special
	Fund	Revenue	Fund	Revenue
Legislative Auditor	\$ 52,426		\$109,735	
Legislative Council	38,221		89,293	
Legislative Fiscal Analyst	18,550		38,055	
Environmental Quality Council	5,329	\$ 81	11,119	\$ 164
Consumer Counsel		5,154		10,851
Total	\$114,526	\$5,235	\$248,202	\$11,015

(3) The appropriations in this section are subject to the provisions of House Bill No. 100.

1 (4) No money is appropriated in this section for salary increases for Montana university system contract faculty.
2 IT IS THE INTENT OF THE LEGISLATURE THAT A PORTION OF THE MONEY APPROPRIATED TO THE MONTANA UNIVERSITY SYSTEM IN HOUSE
3 BILL NO. 100 BE USED TO FUND INCREASES IN SALARIES FOR CONTRACT FACULTY AND INCREASES IN SALARIES AND GROUP BENEFITS FOR
4 SUPPORT STAFF AND INSTRUCTIONAL SUPPORT STAFF COMPARABLE TO THE INCREASES PROVIDED IN [THIS ACT] FOR OTHER STATE
5 EMPLOYEES.

6 (5) THERE IS APPROPRIATED \$90,000 FROM THE GENERAL FUND TO THE DEPARTMENT OF ADMINISTRATION FOR THE BIENNIUM
7 ENDING JUNE 30, 1991, FOR USE BY THE COMMITTEE ON STATE EMPLOYEE COMPENSATION PROVIDED FOR IN [SECTION 11]. THESE FUNDS
8 MAY BE USED FOR CONTRACTED SERVICES, SALARY AND BENEFITS FOR TEMPORARY STAFF, COMPENSATION FOR COMMITTEE MEMBERS, AND
9 OTHER NECESSARY EXPENSES INCURRED BY THE COMMITTEE IN PERFORMING ITS DUTIES AS PROVIDED IN [SECTION 11].

10 NEW SECTION. Section 13. **Extension of authority.** Any existing authority to make rules on the subject of the
11 provisions of [this act] is extended to the provisions of [this act].

12 NEW SECTION. Section 14. **Effective dates.** (1) Except as provided in subsection (2), [this act] is effective on
13 passage and approval.

14 (2) [Section 2] is effective July 1, 1989.

-End-

MINUTES

MONTANA SENATE 51st LEGISLATURE - REGULAR SESSION

COMMITTEE ON FINANCE AND CLAIMS

Call to Order: By CHAIRMAN PETE STORY, on APRIL 6, 1989, at 8:00 A.M.

ROLL CALL

Members Present: Senator Gary Aklestad, Senator Loren Jenkins, Senator Esther Bengtson, Senator Matt Himsel, Senator Paul Boylan, Senator Tom Keating, Senator Judy Jacobson, Senator Pat Regan, Senator Larry Tveit, Senator Fred Van Valkenburg, Senator Dennis Nathe, Senator Greg Jergeson, Senator Gerry Devlin, Senator Richard Manning, Senator Sam Hofman, Senator Lawrence Stimatz, Senator Ethel Harding, Senator Pete Story

Members Excused: Senator H.W. "Swede" Hammond

Members Absent: None

Staff Present: Clayton Schenck, LFA

Announcements/Discussion: None

HEARING ON HOUSE BILL 233

Presentation and Opening Statement by Sponsor: Representative Dave Brown presented the bill. He said the bill puts indirect costs at 100% recovery at the university level. Indirect costs are incurred by colleges and universities in a process associated with the administration of grants and contracts. These costs are reimbursed by the funding agency in recognition of a large number of institutional resources that are associated with administration research. The reimbursements are intended to report the resource infra-structure, departmental administration, research facilities, research equipment, maintenance, library service, and etc. It is a bonus incentive to produce additional grants and proposals that might benefit the funding agency. He went on further to say that by allowing the university system to keep indirect costs that are associated with grants, for contract research and development it would provide 25 million dollars to the university system.

List of Testifying Proponents and What Group they Represent:

insurance to pay for actuarial. He explained that additional tax on premiums paid by the consumer, raised some \$200,000, but the sub-committee only appropriated \$40,000 for an actuarial when in the marketplace, everybody knows that an actuarial costs more. The tax was not repealed, the money was merely transferred to the general fund and never spent for the purpose for which it was authorized. He noted that the teachers are paying a couple of dollars for certification and then they are relieved of the statutory obligation which should put that money towards a specific purpose.

Amendments and Votes: Senator Bengtson proposed an amendment that failed on a roll call vote of 7 for and 11 against.

Senator Regan made a motion to do pass as amended. The motion passed on a roll call vote of 14 for and 4 against.

Judy Rippingale (870) discussed adjustments that were needed in the amendment. She said that the committee took a motion on vacancy saving, taking it out, some agencies prepared amendments on vacancy savings out of personal services. The Committee reversed their decision so the adjustment was needed. Minor adjustments have been taken care of, she said.

Senator Regan moved to accept the corrections made by the LFA staff in HB 100.

The Question was called. The motion passed unanimously.

HEARING ON HOUSE BILL ~~933~~ 786

Presentation and Opening Statement by Sponsor: Representative Kelly Addy, District 94 Yellowstone County, presented HB ~~933~~ 786. He explained that the bill provided a 2 and 1/2 percent pay raise or a \$560 pay raise, whichever is greater. The percentage of the pay raise will be larger for those who are on the lower end of the pay matrix. He distributed amendments that would make elected officials in the statutes match the figures in the matrix. (See Exhibit #4 and 4a.)

List of Testifying Proponents and the Group they Represent:

Rod Sundsted, Chief Negotiator for the Executive Branch
Representative Vicki Cocchiarella
Tom Schneider, Highway Patrol, proposed an amendment
Nadine Jensen, Executive Director of Montana Council
Diana Top, MPA
Gene Fenderson, Montana District Council of Labor

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Christy Milligan, Great Falls
Representative Iverson, House District 12
Representative Swysgood, House District 73
Representative Bardanouve, House District 16
Patti Gunderson, MSU
Mr. Tietz, President of MSU
Judy Halbrook, President of Staff
Stacey Farmer, Associated Students of MSU
Phil Campbell, Montana Education Association

List of Testifying Opponents and the Group they Represent:

Representative Menahan, House District 67
Wilber Raymond, Montana Nursing Association
Jim McGarvey, President of Montana Federation of State
Employees
Richard Baretta
Henry Hislop, Deerlodge
Colleen Rodgers, President of SRS Employees
Terry Bomar
Ann Bethan, M.S.H., G.C., MNA
Wanda Hislop, Montana Tech
Linda Fanon, Veterans Home
Melba Hain, Columbia Falls
Eleanor Lynch, Montana Veterans Home
Olivia Werner, Montana Veterans Home
Linda Heath, Montana Veterans Home
Thelma Carter, Montana Veterans Home
Bruce Arnold
Mike Haldan, Warm Springs
John Safourus, Galen

Testimony:

Proponents:

(Tape 2-B)

Rod Sunstad appeared in support of HB 786. He said HB 786 establishes the salary schedule for all classified employees including the university system, blue collar, and the executive branch, but excluding the university system teachers that are institutional, family services, and liquor store employees. He pointed out that HB 100 and this bill together do include the fundings for salary increases for all employees, including exempt employees, judicial branch, legislative employees and employees of the school for the blind. The bill also establishes the state contribution for insurance, which is a part of the compensation package, he said. He explained that the schedules contained in HB 786 reflect the tentative agreements reached in collective bargaining between the state and unions. Fair and equitable compensation to state employees has been agreed upon and commitment to

supporting the settlements reached, he stated. He pointed out that the unions which have entered into these agreements are also legally and ethically committed to support the settlements.

The bill addresses the effect of medical inflation on the state Health Plan. The bill addresses concerns that a straight percentage didn't give enough to lower graded employees by putting the flat dollar in the bottom. It also allows the 2.5% at the top in order to address the professional occupations, such as nurses, where recruitment and retention is the greatest problem. The collective bargaining agreement signed in a number of areas, one in which is a prison, was ratified. He urged the committee not to change the matrix in the bill or those agreements would be out the window and are no longer in effect.

He pointed out a concern that the bill was amended to provide teachers with three additional sets of approximately 11% above the increases that were already contained in the bill. In its original form they received the same increase as other state employees. All employees should be treated equally unless there is a reason to do otherwise and a reason does not exist in this case, he stated. Teachers argue that they are paid less than their counterparts outside of state government, but that is certainly not unique. Teachers, data processing professionals, engineers, could make the same or stronger case, he noted. Also last session other employees had their salaries frozen while teachers just received a salary increase of 8.5%. That increase has been built into the base in this bill. Mountain View School and Montana State Hospital, Women's Prison, Women's Developmental Center, the Men's Prison, and Swan River did receive increases. The only places where they haven't was at Pine Hills School and in that case no agreement had been reached. The increases have been offered retroactively as soon as the contract is settled. He also noted that during the last two years, a Supreme Court ruling said that state teachers were not school teachers and were not eligible for holiday and annual leave. HB 100 already includes funding to pay that annual leave and holidays on top of the matrix which would provide an additional 11% increase for those 9 month teachers, that is not equitable, he pointed out. (See Exhibit #5.)

Representative Cochiarrella (133) spoke in support of HB 786. She discussed concerns about the funding of the pay plan for university people. She said that making an exception this year would lead to bigger problems for the

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university. She pointed out that state employees need a pay raise. There are state employees that are on energy assistance, food stamps, and have families of four living at grade 8 salary. She urged the Committee to consider putting the money into the pay plan for the classified non-faculty people in the university system and give consideration to funding the faculty increase.

Tom Schneider (192), Montana Public Employees Association, presented amendments to the bill. (See Exhibit #6, 6a) He noted that one union did negotiate and signed an agreement, done 18 months ago, that gave a 6% salary adjustment in addition to the pay plan. He pointed out that they are the lowest paid faculty people in the country and deserve that. Correction officers and highway patrolmen are the lowest paid in the country. Nurses are \$3.00 an hour behind the hospitals that are 20 miles away from where they work. A salary survey done by the state shows that all state employees are 17% behind. He offered an amendment to provide that all employees receive a cost adjustment in addition to the pay plan. The amendment is basically for 6% or \$1,000 whichever is greater as a one time adjustment each year of the biennium so everybody benefits from what the union does, he said. He suggested an amendment to allow the union to negotiate classification in order to address the problems of the memberships. He supported an increase for the university people. See Exhibit #6a for written testimony.

Nadine Jensen, Executive Director of Montana Council #9, American Federation of State and County Municipal Employees, said they have reached a tentative agreement with the state of Montana concerning HB 786. It was the perception of the negotiating committees from the institutions and the highways that an across the board pay increase was necessary and there should be no extra out-of-pocket money from the employees for health insurance, she noted. The feeling of union members and state employees, is that there is not enough money in the raise since there has been a wage freeze for the last two years. She asked the Committee to support HB 786. See Exhibit #7 for written testimony.

Diana Top, President of MPA, MSU Chapter, employee at MSU for 17 years, discussed the tough times and wage freeze. She suggested a fully funded HB 786 for non-faculty employees of \$561.60 a year plus insurance, and funding for classified employees at 100%. A 6% raise for faculty is unfair since they have not had a wage freeze or had to take leave without pay, she said.

Gene Fenderson, Montana District Council of Labor, spoke in support of HB 786. He urged the Committee to stand in good faith with the negotiators and with the Governor.

Christy Milligan, Human Services, described her life as a grade 11, having over 12 years of service. She said there are five members in her family, five daughters, and she is almost poverty level.

Representative Iverson testified in support of the pay plan as written. He noted there has been a dramatic change in the pay plan from two years ago or even four years ago. He pointed out that this was a matter of fairness and was time for a pay increase. He offered an amendment that was broken into three parts and were basically technical. (See Exhibit #8a, 8b, 8c) The first one was a different way to present the figures in the bill. The second one strikes some language that is no longer necessary. The third one deals with a study and a pay plan for the next two years.

Representative Swysgood testified in support of the bill. He pointed out that this was a result of a lot of hard work, coming up with a fair compensation package for state employees.

Representative Bardanouve said the plan was a result of a bipartisan committee and asked for support of the bill.

Patti Gunderson, an employee at MSU for the past 8 years and on the board of MPEA, testified in support of HB 786. She read a letter from Wayne Larson, Chair of the Faculty Council from MSU. No exhibit was given.

Carroll Krause (661) explained that the pay plan did not include faculty and also excludes a portion of contract professionals. He pointed out the pay plan has approximately 1.9 less dollars than it would actually take to fund all of the professionals and the classified people, not counting faculty. He said there was some question about how to fund it. He asked if it was the intent of the legislature that this be funded internally. He pointed out that the university system could not absorb more cuts if other funds are reduced.

Bill Teitz, President of MSU, supported the bill but with reservations. He stressed the maintenance of the investment of the people of the state of Montana in the faculties. A funding formula worked out in 1979 and 1981, was so detailed that it was determined to be complex. Salaries have never been included in the formula. Salaries have been exempt from the categories

of academic support and general support, however, there has been a re-definition of those support dollar figures to include salaries. He was concerned that a precedent was being established that would say the formula includes salary. He stated if that was the case the formula needs to be adjusted again.

Judy Holbrook, President of Staff Senate at the University of Montana, said that it was important that the pay plan for non-faculty at the university be included in the pay plan bill.

Stacey Farmer, Associated Students of MSU, said she realized the importance of the non-faculty members as well as on the university campus and urged support for the non-faculty members to be included in the pay plan bill.

Phil Campbell urged the committee to support the bill. He pointed out that teachers from Pine Hills and Mountain View on the average, get about \$2,000 less than their counterparts. The steps that were added to this bill brings these teachers closer to what they ought to have.

Opponents:

Representative Menahan (880) spoke as an opponent without reservations. He suggested a plan that would give people who work in the institutions and hazardous jobs more compensation. The problem with industrial accidents, because of the nature of the job, people are being hurt. There is a lot of lifting in the institutions that should be taken into consideration. People should be paid for what they are doing, he said. He was opposed to this bill.

Wilbur Raymond, Labor Relations Director for the Montana Nurses Association, appeared before the committee in opposition to HB 786. He distributed copies of a fact sheet (Exhibit #9). He pointed out that registered nurses at the state hospital are not covered by this bill in any kind of fairness or equity. The fact sheet handed out sets forth a comparison. Nurses at the state hospital are going to be \$3.63 below competing private non-profit hospitals in the region, because of this there are 15 vacancies at the state hospital. How will the patients, the most severely mentally ill, at the state hospital, people at Galen, and alcohol treatment programs be taken care of, he asked. The patients are going to suffer when they are short staffed. If nurses and staff are paid a fair salary it will attract good professional people to those positions. He suggested that it was a better investment for the state of Montana

to pay good qualified staff than to face law suits. He stressed that the people in state institutions are working hard, are under dangerous situations and are \$3.50 an hour behind their counterparts in the private sector.

Jim McGarvey, President of Montana Federation of Teachers and Montana Federation of State Employees testified on behalf of frustrated state and university employees. He issued a call for fairness when considering it is important for employees to receive their fair share and funded compensation not only for jobs well done, but for shouldering Montana's fiscal hardship on their backs and their families for the past several years, he said. He said the Montana Federation of State Employees asked that HB 786 be amended to include an increase in both years of \$1,000 rather than the 2.5% or the \$561.60, whichever is largest. Reinstitution of the new institutional pay plan beginning in 1990, 1991 including a shift differential and equity adjustment equal to three steps for teachers at the School for the Deaf and Blind. An appropriation bill to include university system employees in the pay bill funded and reinstatement of the longevity steps in the general pay matrix. The diminishing returns of state jobs drives more experienced employees out of their jobs and brightest students from considering public service in this state, he said. (See exhibits #10 and 10a.)

Richard Barrett, Legislative Coordinator for the University Teachers Union for the University of Montana, said the teachers union supports the proposed amendments. He pointed out that for 20 years the state employees have not kept up with inflation and have slipped in their relative economic position in the state of Montana. During that same 20 year period of time government general revenue of the state of Montana has risen by 380%. The university system has an obligation to pay the 2 1/2% raise to all employees and they need the funds to do that. If those increases have to be funded, the university system will not be strengthened. A good deal of the money that will be put up for strengthening will simply be used and may mean cutting programs, firing faculty and firing staff. (See exhibit #11.)

Henry Hislop representing the state employees in the Deer Lodge Valley, appeared in opposition to HB 786. He said that the past five years state employees have been treated less than fair and are far behind counterparts in the private sector. Many dedicated people have left due to the poor pay and have not been replaced. State employees need money in their pockets, he said.

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Employees at Montana State Hospital work 40 hours a week and qualify for welfare. He distributed some letters to the Committee. No exhibit given.

Colleen Rodgers (254), President of FRF Workers, Local 4447, Montana Federation of State Employees, MFTA, spoke in opposition of HB 786. She said that the last four years state employees have watched the buying power of their limited dollar decrease as the cost of living has increased. The work load for those employees have increased as FTE positions have remained unfilled, used for vacancy savings and the increased public demand for services. State employees morale has reached an all time low and keeping qualified employees is increasingly difficult. (See exhibit #12.)

Terry Bomar testified in opposition to the bill. She stated the bottom line is not fair and she opposed the bill.

Ann Benton, an RN at the Montana State Hospital, representing the employees, not only as an RN, but also the employees from grade 5 on up. She pointed out that the people cannot live with HB 786 as it stand today and be able to pay the bills. Over all many of the people might see \$11.00 a month in their pockets and that is contingent on whether they border on a tax level, she said. It is not fair, as state employees, who work hard and try to take care of poor and unfortunate people. The cannot afford to work for the state of Montana if the trend continues.

Wanda Hislop, employed at Montana Tech and representing Chapter President of MPAR on the campus oppose HB 786. The majority of the classified employees are at a lower grade in this state and the dollar amount in their pockets is what matters. She asked why the upper level people, who are already making more, be the ones to bring home more money again. She asked the committee to consider amending HB 786 to read \$1,000 across the board, plus insurance benefits, step increases for all state employees, including university the university personnel, the staff at the campuses deserve a fair wage increase also. She pointed out that savings have completely vanished and most have taken on second jobs to meet financial obligations.

Linda Faber, an LPN and the Montana Veterans Home, opposed HB 786. She felt that Veterans fought for freedom for the country and are not being treated properly, there is low morale, poor management, and not enough time to give them the care they deserve. Because of low wages they are very short-staffed. Most nurses get jobs in other

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facilities where they are paid at least \$3.00 an hour more.

Melba Payne, an LPN at the Montana Veterans Home in Columbia Falls, opposed HB 786. She said RN's and LPN's are so short at times at night an LPN will be in charge of 150 patients with three aides underneath her with no other registered personnel in the building. The shortage of nurses is going to get worse instead of better so wages must be made more comparative, she said.

Eleanor Lynch, an RN at the Montana Veterans Home, agreed that the nurses are underpaid. Not being able to recruit nurses for the people that need care is wrong.

Linda Heath, a nurses aide at the Montana Veterans Home, opposed HB 786. She said she worked the grave yard shift at the home for a 6 month period, she virtually ran the place by herself. LPN's and RN's desperately need a wage increase to get the help and coverage that the veterans deserve.

Olivia Werner, a care giver at the Montana Veterans Home, said the home is understaffed and under paid. She felt that 2.5% given to workers that have 15-20 years is like a slap in the face. More staffing and better wages and compensation for good loyal work is needed. Veterans deserve good care and are not getting it because of under-staffing.

Thelma Carter, testified that she worked at the Montana Veterans Home for the last 12 or 14 years. She opposed the bill and did not think it was fair. She pointed out the need for help, maintenance, and housekeeping.

Jim McGarvey distributed testimony (see exhibit #13) by state employees who couldn't be at the meeting, in opposition to HB 786.

Bruce Arnold, spoke in opposition to the bill. He pointed out that at 2.5% he could receive more on welfare for the year. A decent pay raise will take a lot of people off of welfare, those who are currently working for state government, he said.

Mike Helda, representing the Warm Springs Independent Union testified. He pointed out that more money is needed and he supported the amendment for the \$1,000 across the board.

John Sporus, Galen, commented that many state employees have to do without so that their children don't have to do

without, such as a new pair of glasses, or a mouth full of teeth.

Closing by Sponsor: Representative Addy closed on HB 786. He said the state employees pay has been frozen for four years. The figures were arrived at through negotiations between the state and some labor representatives, he said. Both sides of the problem are laid out.

EXECUTIVE ACTION ON HB 786

Senator Manning offered an amendment (Exhibit #14) regarding the State Tax Appeal Board and the hiring of their own personnel. (907) He explained that these people have kind of a contract. Their salary has not been increased for a good number of years. There is sufficient money in their budget to do this. He moved the amendment.

Questions and Comments from Committee Members: Senator Keating commented that selective raises should not be started.

Senator Van Valkenburg pointed out the amendment that Representative Addy passed out precludes changes in the statutory salaries for elective officials. On the back page contains the raise for the members of the tax appeal board commensurate with the rest of the pay plan. Senator Manning's amendment would provide a substantially greater raise and he did not support that. (019)

The question was called. The motion failed.

Senator Manning offered an amendment (Exhibit #15) for a separate pay schedule for institutional workers. He moved the amendment.

Senator Regan asked if the differential pay was negotiated, in regard to Senator Manning's amendment.

Judy Rippingail answered the original bill had a differential pay of 50 cents. The way the amendment reads, the second year of the biennium, institutional workers would be on a separate pay matrix. It would be recognized by that language that they would be on a separate pay matrix, thus enabling them to negotiate differential for the next biennium.

The question was called. The motion failed.

Senator Boylan offered an amendment (Exhibit #16) to include the people that are not at the University System and are

not included in the pay plan. He moved the amendment. He said that these people were included in the pay freeze all the way along. The university system, thinking that these people were funded and would be included in the pay plan increase, left them out.

(Tape 3-B)

Judy Rippingail said that this bill does not contain money for instructional support or support program people in the university system, but in prior years it did.

Senator Manning distributed a summary sheet prepared by Mr. Lewis of HB 100 and HB 786. (Exhibit #17)

Senator Keating asked Rod Sundstad why the support staff was not included in this phase. Rod Sundstad replied that it was included in the increases put into the support factor.

Senator Jacobson (120) clarified that the university system negotiated for their faculty people. She said that it is not funded if they do not get that 2.5% increase. It is going to have to come out of increases given to the university system. There were other things, such as, libraries, physical plant and other things that were not accomplished, because they first are going to have to take care of the pay plan. The sub-committee never dealt with the pay plan because they were unaware that this was going to be a part of the dollars they were dealing with.

Senator Boylan asked Mr. Lewis of the Department of Administration why this didn't include these people when they were included in the freeze.

Mr. Lewis said their position was that there is money in HB 100 for the increases for those employees.

Representative Addy explained (Exhibit #4) that when the bill was drawn up the formula was figured assuming that the elected officials would get the same pay raise as other employees. When the bill was drawn up the substantive sections specifically referred to the elected employee officials was not amended. That is all this amendment does is coordinate those other sections.

Senator Aklestad said that he was not sure if this was a technical amendment, but rather a money amendment. These individuals would like a pay raise, but with the economy, he was against the amendment. He pointed out a long time problem in terms of adequately paying elected officials. Elected officials are always the last to get anything and that is not fair.

Senator Jacobson offered an amendment to increase the pay raise. (389) (Exhibit #18) She said testimony showed that these people are behind. They are going to need a \$1,000 across the board in order to keep it equitable and to reach those employees that are down at the lowest end of the scale. She said that this is a fairness and equity issue.

Senator Jenkins offered amendments proposed by Representative Iverson (Exhibit #19). An accounting procedure that shows the split on the appropriations to the office of the commissioner of higher education, but does not increase it all.

Senator Keating (501) asked if there was some of the support staff in some of that on instructional support in there.

Mr. Lewis replied that is the amount of money that was in the fiscal pay plan and all those others but it is not new money. It is part of the pay plan and they are just transferring into the budget office to equitably distribute to the campuses.

The question was called. The motion passed with one no vote.

Senator Jenkins offered an amendment (Exhibit #20) to allow a Legislative Council member on the committee to study salaried. He said there was no change in the budget.

The question was called. The motion passed unanimously.

Senator Jenkins offered an amendment (Exhibit #21) to give the university latitude in their funding (587).

Senator Regan pointed out on page 18 it give the university system a little more latitude in their funding.

Carroll Krause said that one of the problems with the language is it requires the pay plan to be given specifically to all employees. There are provisions and contracts involving personnel policies on campuses. Salary increases are based upon that merit, that would give a salary increase of 2.5% to all employees and that is not consistent with the way salary increases have been given on the campuses, he said.

Senator Van Valkenburg (633) asked if the effect of this amendment would provide no money for contract faculty. There is some dispute about the contract between the universities teachers union and the University of Montana and the Board of Regents.

Mr. Barrett spoke about their interpretation of the contract

if there is a funded pay plan. He distributed a copy of the language from the contract to the Committee. (Exhibit #22). It reads "the normal increase for all full time faculty members for the 1989, 1990 academic year shall be equivalent to the average state wide classification case schedule appropriated by the 51st Legislature."

Senator Van Valkenburg said it seems like it doesn't matter to the union if this amendment is adopted or not.

Mr. Barrett replied that he was not sure what this amendment says. The union would like to see the 2.5% funded for the faculty as well as for the staff.

Mr. Krause responded to Senator Van Valkenburg's concern. He said that this was not the issue with this language. The intended language was not to give the faculty 9%, they are trying to maintain the flexibility and it has nothing to do with the agreement, he stated.

Senator Regan said there was nothing in this language that mandates any percentage. Flexibility is not being taken away. Funds will be used for salary upgrades it does not intend to impinge on flexibility to set it at one cent or \$500.00 or whatever, she said.

Mr. Krause replied that he interpreted the language to require giving everybody the pay plan, exactly they way it is appropriated.

Representative Addy said that coordination between HB 100 and instructional support staff was a different issue than the language of the contract. A fair normal increase is equivalent to the average state wide classification schedule pay increase appropriated and has nothing to do with the instructional support staff with the contract faculty on campus.

Senator Regan asked what the net effect of removing this language would be.

Judy Rippingail (833) replied that in her opinion it was not quite the intent. In the second line that said, "increases for contract faculty", they would have preferred it to read, "To fund increases in salaries in group benefits for support staff and instruction". She pointed out this is where the difficulty began because the increases in contract faculty are in there. That raises concerns potentially on both sides. From the Commissioners offices and in terms of how they negotiate their contract faulty salary and second for the law suit side is perhaps saying something that would be used in

a law suit saying the contract faculty did get two and one half plus six, she explained.

Senator Regan asked if it would be a more reasonable approach to strike for contract and increases.

Judy Rippingail said it would it struck on line three following increases "in salaries for contract faculty and increases", then it would read how it was intended to read.

Senator Regan moved a substitute motion to delete on page 18, line 3, in salaries for contract faculty and increases.

Mr. Lewis said that they were in favor of the original motion as presented as it was, he felt that it removed ambiguity. If the language is taken out it is clearly the responsibility of the Board of Regents to negotiate salary increases. The Administration has recommended at this point, and the bill says there is no money appropriated in this bill for the extra raise for the contract faculty. Removal of this language takes any ambiguity out of it. It makes it very clear as to what is in the bill and what it's support is, he said.

Mr. Krause (928) replied that solves the problem and concerns because he already gave the classified employees the letter which was referred to by one of the people that testified. The intent is to meet the pay plan for classified employees. The Board of Regents has the responsibility to negotiate all the contracts with all the employees of the system. He supported the amendment and felt that it solved the problem.

Senator Boylan pointed out that all it does is give them the flexibility to rob from plant or wherever to fund the employees.

Senator Regan withdrew the amendment. She said she thought there was six for six in there and almost made a goof. Senator Jenkins amendment (#21) was moved. The motion passed.

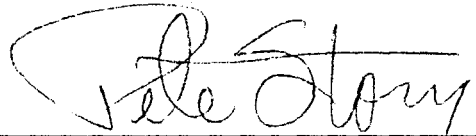
Senator Van Valkenburg asked about the step increase in the second year. He said he was holding an amendment (Exhibit #22) until he found out more information.

Senator Keating moved that HB 786 be concurred in, the motion carried.

Senator Boylan moved that the meeting be adjourned.

ADJOURNMENT

Adjournment At: 12:30

A handwritten signature in cursive script, reading "Pete Story", written over a horizontal line.

PETE STORY, Chairman

PS/dt

FCS406

DAILY ROLL CALL

FINANCE AND CLAIMS

COMMITTEE - 1989

DATE

4-6-89

NAME	PRESENT	ABSENT	EXCUSED
Senator Gary Aklestad	✓		
Senator Loren Jenkins	✓		
Senator Esther Bengtson	✓		
Senator Matt Hims1	✓		
Senator Paul Boylan	✓		
Senator Tom Keating	✓		
Senator Judy Jacobson	✓		
Senator H.W. "Swede" Hammond			✓
Senator Pat Regan	✓		
Senator Larry Tveit	✓		
Senator Fred Van Valkenburg	✓		
Senator Dennis Nathe	✓		
Senator Greg Jergeson	✓		
Senator Gerry Devlin	✓		
Senator Richard Manning	✓		
Senator Sam Hofman	✓		
Senator Lawrence Stimatz	✓		
Senator Ethel Harding	✓		
Senator Pete Story	✓		

4

SENATE FINANCE AND CLAIMS
EXHIBIT NO. 4
DATE 4-6-89
BILL NO. 786

Amendments to House Bill No. 786
Third Reading Copy

Requested by Representative Addy
For the Senate Committee on Finance and Claims

April 5, 1989

1. Title, line 5.

Following: " ; "

Insert: "INCREASING COMPENSATION FOR CERTAIN ELECTED OFFICIALS
AND STATE EMPLOYEES ;"

2. Title, line 11.

Following: "SECTIONS"

Insert: "2-16-405,"

Following: "2-18-702,"

Strike: "AND"

3. Title, line 12.

Following: "2-18-703,"

Insert: "13-37-106, AND 15-2-102,"

4. Page 1.

Following: line 14

Insert: "Section 2-16-405, MCA, is amended to read:

"2-16-405. Salaries of certain elected state
officials. The salaries paid to certain elected officials of
the state of Montana for fiscal year ~~1986~~ 1990 and following
years are:

	<u>Fiscal Year</u> <u>1990</u>	<u>Following</u> <u>June 30, 1990</u>
--	-----------------------------------	--

Governor	\$50,452	\$51,713	\$53,006
Lieutenant governor	\$36,141	\$37,044	\$37,970
Chief justice			
of the supreme court	\$51,722		
Justices of the supreme			
court, each	\$50,452		
Attorney general	\$46,016	\$47,166	\$48,345
State auditor	\$33,342	\$34,176	\$35,030
Superintendent of public instruction	\$39,672	\$40,664	\$41,681
Public service commission chairman	\$37,363	\$38,297	\$39,254
Public service commissioners, other than chairman	\$36,141	\$37,044	\$37,970
Secretary of state	\$33,342	\$34,176	\$35,030
Clerk of the supreme court	\$32,401	\$33,211	\$34,041"

Renumber: subsequent sections

5. Page 16.

Following: line 9

Insert: "Section 12. Section 13-27-106, MCA, is amended to read:

"13-37-106. Salary. The commissioner of political practices is entitled to receive a salary of ~~\$27,655~~ a \$28,346 in fiscal year 1990 and \$29,055 in fiscal year 1991 and thereafter."

Section 13. Section 15-2-102, MCA, is amended to read:

"15-2-102. Qualification and compensation. (1) To be appointed a member of the state tax appeal board, a person must possess knowledge of the subject of taxation and skill in matters pertaining thereto. No person so appointed may hold any other office under the laws of this state or any other state or any office under the government of the United States or under the government of any other state. He shall devote his entire time to the duties of the office and shall not hold any other position of trust or profit or engage in any occupation or business interfering or inconsistent with his duties. The state tax appeal board is transferred to the department of administration for administrative purposes only as is specified in 2-15-121. However, the board may hire its own personnel, and 2-15-121(2)(d) does not apply.

(2) The member designated chairman as provided for in 15-2-103 shall receive a salary of ~~\$28,373~~ a \$29,082 in fiscal year 1990 and \$29,809 in fiscal year 1991 and thereafter. The remaining state tax appeal board members shall be paid a salary of ~~\$27,635~~ a \$28,326 in fiscal year 1990 and \$29,034 in fiscal year 1991 and thereafter. All members of the board shall receive travel expenses as provided for in 2-18-501 through 2-18-503, as amended, when away from the capital on official business."

Renumber: subsequent sections

6. Page 18, line 7.

Strike: "11"

Insert: "14"

7. Page 18, line 9.

Strike: "11"

Insert: "14"

8. Page 18, line 14.

Strike: "2"

Insert: "3"

Montana House of Representatives
Pay Plan Comparisons
Figures in Millions

SENATE FINANCE AND CLAIMS

REPORT NO. 4a

DATE 4-6-89

BILL NO. _____

	Greater of \$560 / 2.5%	Constant \$560	Constant \$600	Constant \$1000
Projected Cost FY 90	\$9.616887	\$9.082845	\$9.591989	\$14.683417
Projected Cost FY 91	\$19.992318	\$18.867017	\$19.888145	\$30.099388
Totals	\$29.609205	\$27.949862	\$29.480134	\$44.782805
General Fund	\$13.412585	\$12.660924	\$13.354117	\$20.286028
Other Funds	\$16.196620	\$15.288938	\$16.126017	\$24.496777
Differences	NA	(\$1.659343)	(\$0.129071)	\$15.173600

=====

Note : Calculations do not include University System.

DEPARTMENT OF ADMINISTRATION

STATE PERSONNEL DIVISION

STAN STEPHENS, GOVERNOR

SENATE FINANCE AND LANDS #5

EXHIBIT NO. 5

DATE 4-6-89

BILL NO. 786
ROOM 130, MITCHELL BUILDING



(406) 444-3871

STATE OF MONTANA

HELENA, MONTANA 59620

TESTIMONY OF ROD SUNDSTED CHIEF NEGOTIATOR FOR THE EXECUTIVE BRANCH IN SUPPORT OF HOUSE BILL 786

Mr. Chairman, members of the committee, my name is Rod Sundsted and I am the chief negotiator representing the Governor in collective bargaining for the executive branch excluding the university system. I appear before you today in support of House Bill 786.

I would like to explain the provisions of the bill, discuss briefly how this proposal was developed, explain why I feel this bill should be passed and discuss an amendment that I feel should be made to the bill.

HB 786 establishes the salary schedules for the 1990-91 biennium for all classified employees on the statewide schedule including the university system, for blue collar employees of the executive branch excluding the university system, for teachers at the Departments of Institutions and Family Services and for employees in the state liquor stores. Although this bill establishes salaries for only the above employees, it does contain funding in combination with HB 100 for salaries for all employees including exempt employees, employees of the Judicial branch, legislative employees, employees at MSD&B and exempt university system employees. This bill also establishes the state contribution for group insurance for all employees of the state.

HB 786 increases the total compensation of all employees by an average of 4.0% each year of the biennium. This increase in compensation is in two parts. First, the state contribution towards group insurance is increased from the present \$1380 per year to \$1560 per year in FY90 and is increased to \$1800 per year in FY91. Second, each year of the biennium salaries are increased by \$560 per year or 2.5% whichever is greater. Because there is a guaranteed flat dollar increase, the actual percent increase in total compensation varies at each grade and step in the schedule. Lower graded employees receive the highest percentage increases while higher graded employees receive the lowest percentage increases. For example, a grade 4, step 2 employee receives a 6.3% increase in FY90 and a 6.4% increase in FY91. A grade 18, step 2 employee receives a 3.0% increase in FY90 and a 3.1% increase in FY91. There are more employees at grade 8 and step 2 than at any other grade and step. These employees receive a 5.0% increase in FY90 and a 5.1% increase in FY91.

2X5
4/6/89

The salary schedules contained in HB 786 reflect the tentative agreements that were recently reached in collective bargaining between the state and unions representing state employees. Tentative agreements have been reached with the Public Employees Craft Council (a voluntary coalition of Teamsters, Machinists, Laborers, Painters and Operating Engineers), the Montana Public Employees Association, the American Federation of State, County and Municipal Employees, the Laborers, the United Food and Commercial Workers Union and Teamsters at Montana State Hospital and Montana State Prison. These unions represent approximately 4400 employees which is the vast majority of all organized state employees. Excluding the university system they represent over 80% of all employees organized for collective bargaining purposes. House Bill 786 represents a very significant commitment by this administration towards the pay of state employees. The pay proposal offered by former Governor Schwinden called for an increase in total compensation of 2% but contained no funding to provide these increases. The first proposal put forth by this administration contained the same percentage increase but provided approximately \$23,000,000 to fund the increases. This bill, which reflects the negotiated settlements, now contains over \$34,000,000 in funding for pay increases. We entered into these agreements because we wanted to provide fair and equitable compensation to state employees and we are committed to supporting the settlements. I believe that the unions which entered into these agreements are also legally committed to support the settlements. There has been some discussion that the unions may now come in and ask that the salary schedules be adjusted upwards. If that happens then I am just as free to ask that the amounts in this bill be reduced.

I support HB 786 and urge a "do pass" recommendation for several reasons. First, this bill addresses the effect of medical inflation on the state health insurance plan. This bill puts enough funding into the employees health insurance plan so that most, if not all, of the increased costs of health insurance will be covered by the state and not the employee. Second, this bill addresses the concerns raised that a straight percentage increase does not provide enough of an increase to lower graded employees. This bill is a compromise which provides larger increases for lower graded employees while still providing for a percentage increase in the higher grades where the pay schedules fall furthest behind the market and where recruitment and retention of professional occupations is the greatest problem. Third, the state has adopted a collective bargaining act for public employees and this bill reflects the results of bargaining under that act. The legislature has adopted the negotiated settlements in nearly every case since the passage of this act, to do otherwise would put the legislature in a position of having to negotiate directly with state employee unions.

ex. #5
4/6/89

I am requesting that you amend a section of this bill dealing with the salary schedules for teachers. The bill as introduced contained the same increases for teachers as for all other state employees. On the floor of the house this bill was amended to provide teachers with a three additional steps or approximately 11% above the increases already contained in the bill. I am requesting that you amend this bill back to its original form by removing the three additional steps. I request that you make this amendment for the following reasons. First, I believe that all employees should be treated equally unless there is a compelling reason to do otherwise. No such reason exists in this case. While teachers may argue that they are paid less than their counterparts outside of state government, they are certainly not unique in this situation. In fact, other occupations such as nurses, data processing professionals, engineers and others can probably make a stronger case than teachers. Second, last session, when all other employees in the state had their salary frozen, teachers received a salary increase of approximately 8.5%. This increase has already been built into the teachers base salaries for the 1990-91 biennium in this bill. There has been some testimony given this session that the teachers never received these increases but that is simply not correct. The teachers at Mountain View School, Montana State Hospital, the Women's Prison, Montana Developmental Center, the Men's Prison, and the Swan River Youth Forest Camp did receive these increases. The only case where the teachers have not received the increase is at Pine Hills School. In that case no agreement has yet been reached but we have offered these increases retroactively if the contract is settled. Third, during the last two years a supreme court ruling was issued which said that state teachers were not school teachers and as such were eligible for annual leave and holidays. House Bill 100 now includes an appropriation to pay for this leave on top of the salary schedules contained in this bill. This would provide an additional increase in salary of approximately 11% during the next biennium for nine month teachers. Fourth, the amendment added on the house floor provided the increases but did not add the funding required to implement them. As a result, the institutions are now under funded by approximately \$225,000 that is required to implement the increases. I believe it is neither fair nor equitable that some teachers would receive increases of over 30.0% during the same period that all other employees received increases of 2.5%.

I urge your support of HB 786 and of the amendment I have requested.

60

Amend HB 786
Third Reading Copy

SENATE FINANCE AND CLAIMS
SENATE NO. 6
DATE 4-6-89
BILL NO. 786

1. Page 15, Line 2

NEW SECTION. Section 9. Pay Adjustments. All employees covered by the pay matrixes in Sections 5,6,7 and 8 shall receive each year of the biennium a pay adjustment of 6% of their salary on June 30 of the preceding year or \$ 1000.00 whichever is greater.

2. Page 15, Line 2 renumber Section 9 10
3. Page 15, Line 19 renumber Section ~~10~~ 11
4. Page 16, Line 10

NEW SECTION. Section 12 Change of Classification. Amend 2-18-203 to provide that the employee organizations have the right to either negotiate or appeal grade level placement for employees.

5. Page 16, line 10 renumber Section ~~11~~ 13
6. Page 17, Line 8 renumber Section ~~12~~ 14.
(figures have to be changed to reflect increases)
7. Page 18, Line 10, renumber Section ~~13~~ 15
8. Page 18, Line 12, renumber Section ~~14~~ 16



6A
THOMAS E. SCHNEIDER — EXECUTIVE DIRECTOR

PHONE (406) 442-4600

P. O. BOX 5600 1426 CEDAR

HELENA, MONTANA 59601

1-800-221-3468

SENATE FINANCE AND

EXHIBIT NO. 6a

DATE 4-6-89

BILL NO. 786

TO: SENATE FINANCE AND CLAIMS COMMITTEE

FROM: TOM SCHNEIDER, MONTANA PUBLIC EMPLOYEES ASSOCIATION

Subject: HB 786

The situation concerning pay for state and university employees has been confused from the beginning. While the public perception is that one union has not signed an agreement, the truth is that that union, MFT/UTU, signed an agreement 18 months ago which gave university faculty 6% each year in addition to what state and university support receive under HB 786. While we agree that faculty salaries are the lowest in the nation, we also want this committee and the people of Montana to know that Correction Officers, Highway Patrolmen, Nurses, in fact, all state employees and university support staff are in the same position. A survey done by the Personnel Division and released to the legislature this Spring, points out that we are 17% behind -- just comparing to our neighboring states. Over the past 15 years this legislature has adopted a philosophy of taking all negotiated agreements and passing a unified pay plan covering all employees. MPEA is asking you to do that again this year. We are asking the Senate Appropriations Committee to amend a section into HB 786 which gives all employees covered by the pay plan a one-time pay adjustment of 6% or \$1000 whichever is greater, for each year of the biennium in addition to the increase provided by the may matrices.

In addition there is ample evidence that some of the problem with individual groups within the classification system could be resolved at the bargaining table if employees had the right to negotiate classification again. We would propose an amendment to allow negotiations of classification and/or the appealing of grade levels to take care of problems which both the state and our organization agree cannot be taken care of at this time.

ex #6a

4-6-89

When this bill left the House there was a question of whether there was adequate funding for university support staff. A commitment was made to seek additional funding in the Senate if more was needed. We are asking you to make sure the bill is fully funded by adding \$2.3 million for university support staff.

I want to emphasize that you are faced with two agreements. You should put those two agreements together to provide equal treatment for all of the employees who work for you. Even with the six percent or \$1000.00 added to the pay plan in HB 786 no employee will receive an amount which is necessary to bring them up to the level that they should be at but it will be a start.

Thank you for hearing our concerns and please support HB 786 with the amendments.

#7

EXHIBIT NO. 7
DATE 4-6-89
BILL NO 786 3

Gerald W. McEntee
International President
William E. Lucy
International Secretary-Treasurer

MONTANA STATE COUNCIL No. 9
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
Affiliated With A.F.L.—C.I.O.



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TESTIMONY OF R. NADIEAN JENSEN, EXECUTIVE DIRECTOR
MONTANA COUNCIL NO. 9, AFSCME, AFL-CIO

Mr. Chairman; Members of the Committee:

For the record my name is Nadiean Jensen, Executive Director of Montana Council No. 9, American Federation of State, County and Municipal Employees.

AFSCME has reached a "Tentative Agreement" with the State of Montana as it concerns HB786. This "Tentative Agreement" includes Local #971 Montana Developmental Center, and nine Highway Maintenance Locals. Local #1620 Montana State Hospital, Galen Unit was a part of the "Tentative Agreement", the membership has since voted not to ratify. Local #971 has voted to ratify and the Highway Maintenance locals are in the process of voting at this time.

It was the perception of the negotiating committees from the Institutions and the Highways that an "Across The Board" pay increase was necessary and that there should be no extra "Out of Pocket" monies, from the employees, for Health Insurance. HB786 to some extent satisfies Across The Board and Insurance Coverage.

The feeling of our members and your employees is that there is not enough money in the raise, having been on a wage freeze for the last two years; but they also are concerned with Montana's economy.

We ask your support of HB786.

105

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Field Representative

Jim Mayes
Field Representative

Debbie Lesmeister
Sec./Bookkeeper

8a

Amendments to House Bill No. 786
Third Reading Copy

SENATE FINANCE AND CLAIMS

EXHIBIT NO. 8a

DATE 4-6-89

For the Senate Committee on Finance and Claims
April 5, 1989

BILL NO. 786

1. Page 17, line 9.

Strike: "\$17,227,616"

Insert: "\$13,546,000"

Following: "planning"

Insert: "and \$3,681,616 to the office of the commissioner of
higher education"

Amendments to House Bill No. 786
Third Reading Copy

Requested by Representative Dennis Iverson
For the Senate Committee on Finance and Claims

March 29, 1989

1. Page 18, lines 2 through 5.

Strike: "IT" on line 2 through "." on line 5

86
SENATE FINANCE AND CLAIMS
EXHIBIT NO. 86
DATE 4-6-89
BILL NO. 786

Amendments to House Bill No. 786
Third Reading Copy

Requested by Representative Cobb
For the Senate Committee on Finance and Claims

8c
SENATE FINANCE AND CLAIMS
NO. 8c
DATE 4-6-89
BILL NO. 786

April 5, 1989

1. Page 17, line 7.

Following: "administration,"

Insert: "and the Montana legislative council"

In Rep. Addy's HB 786, Registered Nurse's at the Montana State Hospital are not given anything like a competitive wage. For example,

A new graduate (BSN degree) starting work at St. James Hospital in Butte on the night shift working weekends will make the following:

BASE PAY - 10.80/per hour
Night Shift differential - \$.75
BSN degree differential - \$.30
Weekend (3rd in a row) -\$1.00

TOTAL WAGES \$12.85/per hour

The same new graduate working the night shift on weekends at the Montana State Hospital will make the following under HB 786:

GRADE 13

BASE PAY - \$9.23/per hour
Night Shift differential - 0
BSN degree differential - 0
Weekend differential - 0

TOTAL WAGES \$9.23/per hour

A similar comparison could be made with both St. Patrick's Hospital and Community Hospital in Missoula and the Anaconda Community Hospital, all neighboring and competitive hospitals. The Montana State Hospital is the only hospital in the state which doesn't offer its staff a shift differential.

RN wages are approximately \$3.00/per hour below the regional average at the state hospital.

Why would anyone go to work there?

Nurses are leaving the hospital and their positions are not being filled.

There are currently 15 RN vacancies at the Montana State Hospital.
thank you,

Wilbur W. Rehmann
Labor Relations Director
Montana Nurses' Association

#10



MONTANA FEDERATION OF STATE EMPLOYEES

AFT, AFL-CIO

P.O. Box 1246

Helena, Montana 59624

ARTCRAFT, BUTTE

(406) 442-2123

JIM MCGARVEY

President

DATE 4-6-87

BILL NO. 786

TESTIMONY BEFORE THE SENATE FINANCE AND CLAIMS COMMITTEE ON HB 786, STATE EMPLOYEE SALARIES

Mr. Chairman and members of the committee, I am Jim McGarvey, President of the Montana Federation of Teachers and the Montana Federation of State Employees, FSE/AFT, AFL-CIO.

MFSE has members in the Montana State Hospital, Montana Developmental Center, Montana State Prison, Department of Institutions, Social and Rehabilitative Services Services, School for the Deaf and Blind, Montana Historical Society, Department of Family Services, Department of Administration and the University System.

I am here today on behalf of frustrated state and university employees to testify that HB 786, as currently structured, is woefully inadequate considering the economic plight of these employees over the past several years. I am also here to issue a call for fairness--to call upon you to amend HB 786 so that state and university employees receive fair and funded compensation not only for jobs well done, but also for shouldering much of Montana's fiscal hardships on their backs and the backs of their families.

You know the sad history. For four years now, salaries for state and university employees have been either partially or completely frozen. Considering inflation, this has meant a 15 percent loss in real wages for these employees between 1983 and 1988. Since 1982, wages for these employees have fallen far below the national average and remain the lowest in the region.

Now, here we are once again, discussing a bill that inflicts further hardship on these employees by handing them a pay decrease. That's right, a decrease.

You see, despite the rosy scenarios some are attempting to paint around this bill, the bottom line is this:

First, no matter how one cooks the figures, those who will receive raises will only receive a grand total of just \$46.66 more a month. This increase is actually a decrease when one considers the fact that \$46.66 a month still leaves these employees far behind the increases in the cost of living they have seen in past years and will continue to see over the next two years. For these employees and their families, that's another year of watching the purchasing power of a stagnant paycheck decrease even further. That's another year of putting off new coats for the kids or stretching just a few thousand more miles out of the clunker in the driveway, all the while wondering how much longer one can afford to serve Montana's future in state employment.

4-6-89

Second, while the Cobb bill provided a 2 percent increase for all 14,000 state and university employees, when this tentative agreement was reached, the funding was provided for less than 10,000 of these employees, leaving 4,000 university employees out in the cold with no pay increase whatsoever. University employees also would face another year of watching their purchasing shrink even further and wondering how one can afford to have a reasonable standard of living and support a family while in public employment.

Clearly, HB 786 does nothing to reverse the trend of eroding purchasing power for state and university employees. More importantly, it does nothing to compensate these employees for the burden they have shouldered for the state over the past several years. It does nothing to send a positive message on the value of public services and the worth of public employees. In fact, HB 786, as currently structured, does the exact opposite of all these things.

But what is the solution? Well, surely I do not come before you today with a naive notion that the State of Montana can afford to correct the sad economic plight of its state and university employees in one fell swoop. I do come before you, however, with the sincere belief that the state not only can--but must--give these employees a salary package that reflects a spirit of fairness by taking some positive first steps. Specifically, the Montana Federation of State Employees asks that HB 786 be amended to include:

--An increase in both years of \$1,000, rather than 2.5 percent or \$560, whichever is greater.

--A new institutional pay plan beginning in 1990-91 that includes a shift differential.

--An equity adjustment equal to three steps for teachers at the School for the Deaf and Blind.

--An appropriation bill to include university system employees in the pay plan bill.

--A reinstatement of longevity steps in the general pay matrix.

As you discuss these proposed amendments, I ask you to consider the impact the shrinking purchasing power of our state and university employees will continue to have on our state and local economies.

I ask you to consider the impact on all of Montana as the diminishing returns of a state job drive more experienced employees out of their jobs and more of our brightest students from ever considering public service as a career.

Finally, I ask you to consider the 14,000 state employees as real people trying to meet the mortgage and to feed and clothe their families. They have done their fair share to help Montana through its difficult financial times, but they can do no more. It's time for Montana to do its fair share for them.

I will be happy to try to answer any questions you might have.

10A

Amendments to House Bill No. 786
Third Reading Copy

SENATE FINANCE AND CLAIMS

EXHIBIT NO. 10a

DATE 4-6-89

For the Senate Committee on Finance and Claims

BILL NO. 786

April 5, 1989

1. Page 4.

Following: line 2

Insert: "(iii) In compliance with rules adopted to implement this part, each employee is eligible on his anniversary date to advance one step in the pay schedules for fiscal years 1990 and 1991. However, if the employee's anniversary date falls between July 1 and the first day of the first pay period, inclusive, of fiscal year 1990 or 1991, he may advance one step on the first day of that pay period."

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11

SENATE FINANCE AND CLAIMS
ENROLLMENT NO. 11
DATE 4-6-89
BILL NO. 786

SELECTED ECONOMIC INDICATORS

MONTANA

PERCENT CHANGE 1970 - 1987

<u>INDICATOR</u>	<u>% CHANGE</u>
State govt. genl. rev. *	383
Total personal income	296
Per capita pers. income	247
Consumer prices	189
<i>Avg. state employee</i> ** #	177

*percent change is for the period 1970-1986
#excludes instruction

(This sheet to be used by those testifying on a bill.)

#12

Bill NO. 12

DATE 4-6-89

NAME: COLLEEN RODGERS

DATE BILL NO 4-6-89 786

ADDRESS: 922 BUTTE AVE. - HELENA (P.O. Box 9242 HELENA, MT. 59601)

PHONE: 442-2123

REPRESENTING WHOM? FEDERATION OF S.R.S. WORKERS, LOCAL 4447, MFSG

APPEARING ON WHICH PROPOSAL: HB 786

DO YOU: SUPPORT? AMEND? ☒ OPPOSE?

COMMENT: SEE ATTACHED exhibit 12

PLEASE LEAVE ANY PREPARED STATEMENTS WITH THE COMMITTEE SECRETARY.

April 6, 1989

Ex. #12
4-6-89

Testimony Before the Senate Finance and Claims Committee.

Mr. Chairman and Members of the Committee:

My name is Colleen Rodgers. I am President of the Federation of S.R.S. Employees, Local 4447, Montana Federation of State Employees, AFT, AFL-CIO. I am here today to speak in opposition to House Bill 786, as currently structured, and to add my support to the amendments about which Mr. McGarvey testified.

For the last four years, state employees have stood by and watched the buying power of their limited dollars steadily decrease as the day to day cost of living has steadily increased. And the workloads of those employees have increased as FTE positions have remained unfilled by the use of vacancy savings and the increased public demand for services. Stress levels have reached the point where some agencies have found it imperative to offer stress management workshops to employees in order to attempt to alleviate at least some of the symptoms. State employee morale has reached all time lows and getting and keeping good, qualified employees is becoming increasingly difficult.

And once again state employees are being asked to accept an unacceptable pay plan.

We have been patient for four years now but we can be patient no longer. Like you we have mortgages to meet, families to feed, kids to send to school. These are things which are getting harder and harder, and for some impossible, to do as a state employee.

The amendments we support to HB 786 do not completely makeup for the economic injustices state employees have suffered over the last four years. However, they do offer a strong and positive step in the right direction.

Thank you.

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4/6/89

EXHIBIT # 13 WAS NEVER RECEIVED BY THE COMMITTEE SECRETARY FOR THIS DAY.

#14

SENATE FINANCE AND CLAIMS
FILE NO. 14
DATE 4-6-89
BILL NO. 786

Amendments to House Bill No. 786
Third Reading Copy

Requested by Senator Manning
For the Senate Committee on Finance and Claims

April 5, 1989

1. Title, line 9.
Following: "THEREAFTER;"
Insert: "INCREASING COMPENSATION FOR STATE TAX APPEAL BOARD MEMBERS;"
2. Title, line 11.
Strike: "AND"
3. Title, line 12.
Following: "2-18-703,"
Insert: "AND 15-2-102,"
4. Page 16.
Following: line 9
Insert: "Section 11. Section 15-2-102, MCA, is amended to read:
 "15-2-102. Qualification and compensation. (1) To be appointed a member of the state tax appeal board, a person must possess knowledge of the subject of taxation and skill in matters pertaining thereto. No person so appointed may hold any other office under the laws of this state or any other state or any office under the government of the United States or under the government of any other state. He shall devote his entire time to the duties of the office and shall not hold any other position of trust or profit or engage in any occupation or business interfering or inconsistent with his duties. The state tax appeal board is transferred to the department of administration for administrative purposes only as is specified in 2-15-121. However, the board may hire its own personnel, and 2-15-121(2)(d) does not apply.
 (2) The member designated chairman as provided for in 15-2-103 shall receive a salary of ~~\$28,373~~ \$33,373 a year. The remaining state tax appeal board members shall be paid a salary of ~~\$27,635~~ \$32,635 a year. All members of the board shall receive travel expenses as provided for in 2-18-501 through 2-18-503, as amended, when away from the capital on official business."
Renumber: subsequent sections
5. Page 18, line 7.
Strike: "11"
Insert: "12"
6. Page 18, line 9.
Strike: "11"
Insert: "12"

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15

SENATE FINANCE AND CLAIMS

EXHIBIT NO. 15

DATE 4-6-89

BILL NO. 786

Amendments to House Bill No. 786
Third Reading Copy

For the Senate Committee on Finance and Claims

April 5, 1989

1. Title, line 7.

Following: "EMPLOYEES;"

Insert: "PROVIDING FOR SEPARATE PAY SCHEDULES FOR INSTITUTIONAL
WORKERS;"

2. Page 3, line 2.

Following: "2-18-315"

Insert: "and [section 9]"

3. Page 3, line 4.

Following: "2-18-315"

Insert: "and [section 9]"

4. Page 3, line 6.

Following: "2-18-315"

Insert: "and [section 9]"

5. Page 3, line 18.

Following: "chapter"

Insert: ", except as provided in subsection (2)"

6. Page 4, line 4.

Strike: "or"

Following: "blue-collar occupations"

Insert: ", or institutional workers"

7. Page 4, line 5.

Following: "2-18-315"

Insert: "and [section 9]"

8. Page 5, line 4.

Following: "2-18-315"

Insert: "and [section 9]"

9. Page 5, line 13.

Following: "2-18-315"

Insert: "and [section 9]"

10. Page 5, line 15.

Following: "2-18-315"

Insert: "and [section 9]"

11. Page 15.

Following: line 1

Insert: "NEW SECTION. Section 9. Pay schedules for employees of
state institutions. (1) The departments of institutions
and family services shall develop, through collective

bargaining, pay schedules for fiscal years 1990 and 1991 for employees of the following state institutions, except teachers whose compensation is provided for in 2-18-313:

- (a) Montana state prison;
- (b) women's correction center;
- (c) Swan River forest camp;
- (d) Montana veterans' home;
- (e) Montana center for the aged;
- (f) Montana state hospital;
- (g) Montana developmental center;
- (h) Eastmont human services center;
- (i) Mountain View school; and
- (j) Pine Hills school.

(2) The pay schedules required in [this section] must provide for shift differential pay.

Renumber: subsequent sections

12. Page 18, line 7.

Strike: "11"

Insert: "12"

13. Page 18, line 9.

Strike: "11"

Insert: "12"

#16

SENATE FINANCE AND CLAIMS

AMENDMENT NO. 16

DATE 4-6-89

BILL NO. 786

Amendments to House Bill No. 786
Third Reading Copy

Requested by Senator Boylan
For the Senate Committee on Finance and Claims

April 5, 1989

1. Page 17, line 9.
Strike: "\$17,227,616"
Insert: "\$19,186,616"

17

SENATE FINANCE AND CLAIMS

EXHIBIT NO. 17

DATE 4-6-89

BILL NO. 100

UNIVERSITY SYSTEM PAY PLAN
SUMMARY

HB100

INSTRUCTION-Funding is included for salary increases for all contract faculty.
(6% each fiscal year)

Funding for instruction support salary increases varies by fiscal year and unit from 3.8% to 12.6%.

PLANT-Funding is included for salary increases by a 4% increase in the program each fiscal year.

SUPPORT-Funding is included for salary increases and varies by fiscal year and by unit from 1/2% to 6%.

HB786

RESEARCH-Pay Plan and Health Insurance is funded.

PUBLIC SERVICE-Pay Plan and Health Insurance is funded.

PLANT PROGRAM-Pay Plan and Health Insurance is funded.

CONTRACT FACULTY-Health Insurance is funded.

AGRICULTURE EXPERIMENT STATION-Pay Plan and Health Insurance is funded.(Except for Contract Faculty)

COOPERATIVE EXTENSION SERVICE-Pay Plan and Health Insurance is funded.(Except for Contract Faculty)

FORESTRY & CONSERVATION EXPERIMENT STATION-Pay Plan and Health Insurance is funded.(Except for Contract Faculty)

BUREAU OF MINES-Pay Plan and Health Insurance in funded.(Except for Contract Faculty)

VOCATIONAL-TECHNICAL CENTERS-Pay Plan and Health Insurance is funded.

The administration is confident that the proposed funding in HB786, when combined with HB100, meets the personal services obligations of the University System.

#18

SENATE FINANCE AND CLAIMS
EXHIBIT NO. 18
DATE 4-6-89
BILL NO. 786

Amendments to House Bill No. 786
Third Reading Copy
For the Senate Committee on Finance and Claims

April 5, 1989

1. Page 7, line 3 through page 8, line 4.
Strike: page 7, line 3 through page 8, line 4
Insert: "

1	10,572	11,279	11,481	11,687	11,897	12,111	12,330	12,553	12,780	13,012	13,249	13,490	13,982
2	11,054	11,797	12,009	12,226	12,447	12,672	12,902	13,136	13,375	13,619	13,868	14,122	14,640
3	11,578	12,361	12,585	12,813	13,046	13,283	13,525	13,772	14,024	14,281	14,543	14,810	15,355
4	12,151	12,977	13,213	13,454	13,699	13,949	14,204	14,464	14,730	15,001	15,277	15,559	16,134
5	12,783	13,656	13,906	14,161	14,421	14,686	14,956	15,232	15,513	15,800	16,092	16,390	16,998
6	13,475	14,400	14,664	14,934	15,209	15,490	15,776	16,068	16,366	16,670	16,980	17,296	17,941
7	14,242	15,225	15,506	15,793	16,085	16,383	16,687	16,997	17,313	17,636	17,965	18,301	18,986
8	15,069	16,114	16,413	16,718	17,029	17,346	17,669	17,999	18,335	18,678	19,028	19,385	20,113
9	15,987	17,102	17,420	17,745	18,076	18,414	18,759	19,111	19,470	19,836	20,209	20,590	21,366
10	16,993	18,183	18,523	18,870	19,224	19,585	19,953	20,328	20,711	21,102	21,500	21,906	22,735
11	18,092	19,365	19,729	20,100	20,478	20,864	21,258	21,660	22,070	22,488	22,914	23,349	24,236
12	19,308	20,673	21,063	21,461	21,867	22,281	22,703	23,133	23,572	24,020	24,477	24,943	25,894
13	20,644	22,109	22,528	22,955	23,391	23,835	24,288	24,750	25,221	25,702	26,192	26,692	27,712
14	22,320	23,911	24,366	24,830	25,303	25,785	26,277	26,779	27,291	27,813	28,346	28,889	29,997
15	24,065	25,788	26,280	26,782	27,294	27,816	28,349	28,892	29,446	30,011	30,588	31,176	32,376
16	26,026	27,896	28,430	28,975	29,531	30,098	30,676	31,266	31,868	32,482	33,108	33,747	35,050
17	28,147	30,177	30,757	31,349	31,952	32,567	33,195	33,835	34,488	35,154	35,833	36,526	37,940
18	30,492	32,698	33,328	33,971	34,627	35,296	35,978	36,674	37,384	38,108	38,847	39,600	41,137
19	33,068	35,468	36,154	36,853	37,566	38,294	39,036	39,793	40,565	41,353	42,156	42,976	44,637
20	35,881	38,493	39,239	40,000	40,776	41,568	42,376	43,200	44,040	44,897	45,771	46,661	48,479
21	38,975	41,820	42,633	43,462	44,308	45,171	46,051	46,948	47,863	48,797	49,750	50,721	52,729
22	42,371	45,471	46,357	47,261	48,183	49,123	50,082	51,060	52,058	52,058	52,058	52,058	54,158
23	46,086	49,466	50,432	51,417	52,422	53,447	54,492	55,558	56,635	57,723	58,821	59,930	62,158
24	50,168	53,855	54,909	55,984	57,080	58,198	59,338	60,498	61,678	62,868	64,068	65,278	67,598
25	54,651	58,676	59,826	60,999	62,195	63,415	64,655	65,915	67,195	68,485	69,785	71,095	73,415

2. Page 8, line 8 through page 9, line 9.
Strike: page 8, line 8 through page 9, line 9
Insert:

1	11,812	12,519	12,721	12,927	13,137	13,351	13,570	13,793	14,020	14,252	14,489	14,730	15,222
2	12,294	13,037	13,249	13,466	13,687	13,912	14,142	14,376	14,615	14,859	15,108	15,362	15,880
3	12,818	13,601	13,825	14,053	14,286	14,523	14,765	15,012	15,264	15,521	15,783	16,050	16,595
4	13,391	14,217	14,453	14,694	14,939	15,189	15,444	15,704	15,970	16,241	16,517	16,799	17,374
5	14,023	14,896	15,146	15,401	15,661	15,926	16,196	16,472	16,753	17,040	17,332	17,630	18,238
6	14,715	15,640	15,904	16,174	16,449	16,730	17,016	17,308	17,606	17,910	18,220	18,536	19,181
7	15,482	16,465	16,746	17,033	17,325	17,623	17,927	18,237	18,553	18,876	19,205	19,541	20,226
8	16,309	17,354	17,653	17,958	18,269	18,586	18,909	19,239	19,575	19,918	20,268	20,625	21,353
9	17,227	18,342	18,660	18,985	19,316	19,654	19,999	20,351	20,710	21,076	21,449	21,830	22,606
10	18,233	19,423	19,763	20,110	20,464	20,825	21,193	21,568	21,951	22,342	22,740	23,146	23,975
11	19,332	20,605	20,969	21,340	21,718	22,104	22,498	22,900	23,310	23,728	24,154	24,589	25,476
12	20,548	21,913	22,303	22,701	23,107	23,521	23,943	24,373	24,812	25,260	25,717	26,183	27,134
13	21,884	23,349	23,768	24,195	24,631	25,075	25,528	25,990	26,461	26,942	27,432	27,932	28,952
14	23,560	25,151	25,606	26,070	26,543	27,025	27,517	28,019	28,531	29,053	29,586	30,129	31,237
15	25,305	27,028	27,520	28,022	28,534	29,056	29,589	30,132	30,686	31,251	31,828	32,416	33,616
16	27,266	29,136	29,670	30,215	30,771	31,338	31,916	32,506	33,108	33,722	34,348	34,987	36,290
17	29,387	31,417	31,997	32,589	33,192	33,807	34,435	35,075	35,728	36,394	37,073	37,766	39,180
18	31,732	33,938	34,568	35,211	35,867	36,536	37,218	37,914	38,624	39,348	40,087	40,840	42,377
19	34,308	36,708	37,394	38,093	38,806	39,534	40,276	41,033	41,805	42,593	43,396	44,216	45,861
20	37,121	39,733	40,479	41,240	42,016	42,808	43,616	44,440	45,280	46,137	47,011	47,901	49,721
21	40,215	43,060	43,873	44,702	45,548	46,411	47,291	48,188	49,103	50,037	50,987	51,952	53,942
22	43,611	46,711	47,597	48,501	49,423	50,363	51,322	52,300	53,298	54,316	55,353	56,408	58,498
23	47,326	50,706	51,672	52,657	53,662	54,687	55,732	56,798	57,885	58,992	60,118	61,263	63,443
24	51,408	55,095	56,149	57,224	58,320	59,438	60,578	61,738	62,918	64,118	65,338	66,578	68,858
25	55,891	59,916	61,066	62,239	63,435	64,655	65,895	67,155	68,435	69,735	71,055	72,395	74,775

3. Page 9, line 19 through page 10, line 6.
Strike: page 9, line 19 through page 10, line 6
Insert: "

1	21,668	22,310	22,969	23,290	23,613	24,272
2	22,423	23,139	23,856	24,215	24,574	25,291
3	23,178	23,969	24,742	25,142	25,535	26,311
4	23,934	24,802	25,629	26,065	26,498	27,330
5	24,687	25,629	26,516	26,988	27,462	28,350
6	25,444	26,462	27,406	27,914	28,425	29,370
7	26,195	27,290	28,291	28,839	29,386	30,387
8	26,951	28,121	29,181	29,766	30,351	31,405
9	27,706	28,950	30,068	30,689	31,314	32,426
10	28,461	29,783	30,954	31,614	32,275	33,446
11	29,218	30,586	31,839	32,539	33,238	34,463
12	29,218	30,586	31,839	32,539	33,238	34,463
13	29,218	30,586	31,839	32,539	33,238	34,463

4. Page 10, lines 12 through 24.
Strike: lines 12 through 24
Insert: "

1	16,891	17,373	17,867	18,108	18,350	18,844
2	17,457	17,994	18,532	18,801	19,071	19,608
3	18,023	18,616	19,197	19,496	19,792	20,373
4	18,591	19,241	19,862	20,189	20,514	21,137
5	19,155	19,862	20,527	20,881	21,236	21,903
6	19,723	20,487	21,195	21,576	21,958	22,668
7	20,286	21,107	21,858	22,269	22,679	23,430
8	20,854	21,731	22,526	22,964	23,403	24,194
9	21,420	22,353	23,191	23,657	24,125	24,959
10	21,986	22,977	23,856	24,350	24,846	25,725
11	22,553	23,579	24,519	25,044	25,568	26,487
12	22,553	23,579	24,519	25,044	25,568	26,487
13	22,553	23,579	24,519	25,044	25,568	26,487

5. Page 11, lines 5 through 17.
Strike: lines 5 through 17
Insert: "

1	22,908	23,550	24,209	24,530	24,853	25,512
2	23,663	24,379	25,096	25,455	25,814	26,531
3	24,418	25,209	25,982	26,382	26,775	27,551
4	25,174	26,042	26,869	27,305	27,738	28,570
5	25,927	26,869	27,756	28,228	28,702	29,590
6	26,684	27,702	28,646	29,154	29,665	30,610
7	27,435	28,530	29,531	30,079	30,626	31,627
8	28,191	29,361	30,421	31,006	31,591	32,645
9	28,946	30,190	31,308	31,929	32,554	33,666
10	29,701	31,023	32,194	32,854	33,515	34,686
11	30,458	31,826	33,079	33,779	34,478	35,703
12	30,458	31,826	33,079	33,779	34,478	35,703
13	30,458	31,826	33,079	33,779	34,478	35,703

Ex. #18

4-6-89

6. Page 11, line 23 through page 12, line 10.
Strike: page 11, line 23 through page 12, line 10
Insert: "

1	18,131	18,613	19,107	19,348	19,590	20,084
2	18,697	19,234	19,772	20,041	20,311	20,848
3	19,263	19,856	20,437	20,736	21,032	21,613
4	19,831	20,481	21,102	21,429	21,754	22,377
5	20,395	21,102	21,767	22,121	22,476	23,143
6	20,963	21,727	22,435	22,816	23,198	23,908
7	21,526	22,347	23,098	23,509	23,919	24,670
8	22,094	22,971	23,766	24,204	24,643	25,434
9	22,660	23,593	24,431	24,897	25,365	26,199
10	23,226	24,217	25,096	25,590	26,086	26,965
11	23,793	24,819	25,759	26,284	26,808	27,727
12	23,793	24,819	25,759	26,284	26,808	27,727
13	23,793	24,819	25,759	26,284	26,808	27,727

6. Page 12, line 19.
Strike: "8.040"
Insert: "8.25"

7. Page 12, line 20.
Strike: "8.540"
Insert: "8.75"

8. Page 12, line 21.
Strike: "8.820"
Insert: "9.03"

9. Page 12, line 22.
Strike: "9.110"
Insert: "9.32"

10. Page 12, line 23.
Strike: "9.720"
Insert: "9.93"

11. Page 12, line 24.
Strike: "10.380"
Insert: "10.59"

12. Page 12, line 25.
Strike: "11.130"
Insert: "11.34"

13. Page 13, line 7.
Strike: "8.425"
Insert: "8.85"

14. Page 13,, line 8.
Strike: "8.925"
Insert: "9.35"

15. Page 13,, line 9.
Strike: "9.205"
Insert: "9.63"

**The Law Library's minutes do not include page 4 of
Exhibit 18.**

Ex. #18

4-6-89

30. Page 14, line 6.

Strike: "12.51"

Insert: "12.72"

31. Page 14, line 7.

Strike: "12.91"

Insert: "13.12"

32. Page 14, line 8.

Strike: "13.31"

Insert: "13.52"

33. Page 14, line 14.

Strike: "8.90"

Insert: "9.32"

34. Page 14, line 15.

Strike: "9.30"

Insert: "9.72"

35. Page 14, line 16.

Strike: "9.70"

Insert: "10.12"

36. Page 14, line 17.

Strike: "10.10"

Insert: "10.52"

37. Page 14, line 18.

Strike: "10.50"

Insert: "10.92"

38. Page 14, line 19.

Strike: "10.90"

Insert: "11.32"

39. Page 14, line 20.

Strike: "11.30"

Insert: "11.72"

40. Page 14, line 21.

Strike: "11.70"

Insert: "12.12"

41. Page 14, line 22.

Strike: "12.10"

Insert: "12.52"

42. Page 14, line 23.

Strike: "12.50"

Insert: "12.92"

43. Page 14, line 24.

Strike: "12.90"

#19

SENATE FINANCE AND CLAIMS

EXHIBIT NO. 19

DATE 4-6-89

BILL NO. 786

Amendments to House Bill No. 786
Third Reading Copy

For the Senate Committee on Finance and Claims
April 5, 1989

1. Page 17, line 9.

Strike: "\$17,227,616"

Insert: "\$13,546,000"

Following: "planning"

Insert: "and \$3,681,616 to the office of the commissioner of
higher education"

#20
SENATE FINANCE AND CLAIMS
BILL NO. 20
DATE 4-6-89
BILL NO. 786

Amendments to House Bill No. 786
Third Reading Copy

Requested by Representative Cobb
For the Senate Committee on Finance and Claims

April 5, 1989

1. Page 17, line 7.

Following: "administration,"

Insert: "and the Montana legislative council"

#21
SENATE FINANCE AND CLAIMS
OF NO. 21
DATE 4-6-89
BILL NO. 786
Amendments to House Bill No. 786
Third Reading Copy

Requested by Representative Dennis Iverson
For the Senate Committee on Finance and Claims

March 29, 1989

1. Page 18, lines 2 through 5.
Strike: "IT" on line 2 through "." on line 5

#122

SEATTLE RANCE AND CLAIMS

NO. 22

DATE 4.6-89

BILL NO. 786

COLLECTIVE BARGAINING AGREEMENT

UNIVERSITY TEACHERS UNION
UNIVERSITY OF MONTANA

13.220 NORMAL INCREASE

1. 1987-88 - The salaries of all full-time equivalent faculty members for the 1987-88 academic year shall be 0 percent.
2. 1988-89 - The salaries of all full-time equivalent faculty members for the 1988-89 academic year shall be 0 percent.
3. 1989-90 - The normal increase of all full-time equivalent faculty members for the 1989-90 academic year shall be equivalent to the average statewide classification pay schedule increase appropriated by the 51st Legislature.
4. 1990-91 - The normal increase of all full-time equivalent faculty members for the 1990-91 academic year shall be equivalent to the average statewide classification pay schedule increase appropriated by the 51st Legislature.

#22

Amendments to House Bill No. 786
Third Reading Copy

SENATE FINANCE AND CLAIMS

AMEND NO. 22

DATE 4-6-89

BILL NO. 786

For the Senate Committee on Finance and Claims

April 5, 1989

1. Page 4.

Following: line 2

Insert: "(iii) In compliance with rules adopted to implement this part, each employee is eligible on his anniversary date to advance one step in the pay schedules for fiscal years 1990 and 1991. However, if the employee's anniversary date falls between July 1 and the first day of the first pay period, inclusive, of fiscal year 1990 or 1991, he may advance one step on the first day of that pay period."

ROLL CALL VOTE

Fail

FINANCE AND CLAIMS

COMMITTEE

DATE 4-6-89

BILL NO. 786

NUMBER #4

VV

Addy Elect officials

NAME	AYE	NAY
Senator Gary Aklestad		✓
Senator Loren Jenkins		✓
Senator Esther Bengtson	✓	
Senator Matt Himsel		✓
Senator Paul Boylan		✓
Senator Tom Keating		✓
Senator Judy Jacobson	✓	
Senator H.W. "Swede" Hammond		
Senator Pat Regan	✓	
Senator Larry Tveit		✓
Senator Fred Van Valkenburg	✓	
Senator Dennis Nathe		✓
Senator Greg Jergeson	✓	
Senator Gerry Devlin		✓
Senator Richard Manning	✓	
Senator Sam Hofman		✓
Senator Lawrence Stimatz	✓	
Senator Ethel Harding		✓
Senator Pete Story		✓

TALLY

7 11

Debbie Thompson - 319
Secretary

Pete Story
Chairman

Motion: Addy motion - include elected
officials

ROLL CALL VOTE

Fail
vote #1

FINANCE AND CLAIMS COMMITTEE

DATE 4-6-89

BILL NO. 786

NUMBER 15

Manning (Inst.)

NAME	AYE	NAY
Senator Gary Aklestad		✓
Senator Loren Jenkins		✓
Senator Esther Bengtson		✓
Senator Matt Himsel		✓
Senator Paul Boylan		✓
Senator Tom Keating		✓
Senator Judy Jacobson	✓	
Senator H.W. "Swede" Hammond		
Senator Pat Regan		✓
Senator Larry Tveit		✓
Senator Fred Van Valkenburg	✓	
Senator Dennis Nathe		✓
Senator Greg Jergeson	✓	
Senator Gerry Devlin		✓
Senator Richard Manning	✓	
Senator Sam Hofman		✓
Senator Lawrence Stimatz	✓	
Senator Ethel Harding		✓
Senator Pete Story		✓

TALLY

5

13

Debbie Thompson - 319
Secretary

Pete Story
Chairman

Motion: Manning - separate pay schedule
for institutional workers failed

ROLL CALL VOTE

Fail

FINANCE AND CLAIMS

COMMITTEE

DATE 4-6

BILL NO. 786

NUMBER 16

Boylan

NAME	AYE	NAY
Senator Gary Aklestad		✓
Senator Loren Jenkins		✓
Senator Esther Bengtson		✓
Senator Matt Himsl		✓
Senator Paul Boylan	✓	
Senator Tom Keating		✓
Senator Judy Jacobson	✓	
Senator H.W. "Swede" Hammond		
Senator Pat Regan	✓	
Senator Larry Tveit		✓
Senator Fred Van Valkenburg	✓	
Senator Dennis Nathe		✓
Senator Greg Jergeson	✓	
Senator Gerry Devlin		✓
Senator Richard Manning	✓	
Senator Sam Hofman		✓
Senator Lawrence Stimatz	✓	
Senator Ethel Harding		✓
Senator Pete Story		✓

TALLY

7 11

Debbie Thompson - 319
Secretary

Pete Story
Chairman

Motion: Boylan - include people not
in U. system on pay plan - fail

ROLL CALL VOTE

Fail

FINANCE AND CLAIMS

COMMITTEE

DATE

4-6-89

BILL NO.

786

NUMBER

18

NAME	AYE	NAY
Senator Gary Aklestad		✓
Senator Loren Jenkins		✓
Senator Esther Bengtson		✓
Senator Matt Himsl		✓
Senator Paul Boylan	✓	
Senator Tom Keating		✓
Senator Judy Jacobson	✓	
Senator H.W. "Swede" Hammond		
Senator Pat Regan		✓
Senator Larry Tveit		✓
Senator Fred Van Valkenburg		✓
Senator Dennis Nathe		✓
Senator Greg Jergeson	✓	
Senator Gerry Devlin		✓
Senator Richard Manning	✓	
Senator Sam Hofman		✓
Senator Lawrence Stimatz	✓	
Senator Ethel Harding		✓
Senator Pete Story		✓

TALLY

5

13

Debbie Thompson - 319
Secretary

Pete Story
Chairman

Motion:

Jacobson increase pay raise

ROLL CALL VOTE

pass

FINANCE AND CLAIMS

COMMITTEE

DATE 4-10-89

BILL NO. HB 786

NUMBER 21

Jenkins

NAME	AYE	NAY
Senator Gary Aklestad	✓	
Senator Loren Jenkins	✓	
Senator Esther Bengtson	✓	
Senator Matt Himsel	✓	
Senator Paul Boylan		✓
Senator Tom Keating	✓	
Senator Judy Jacobson		✓
Senator H.W. "Swede" Hammond		
Senator Pat Regan		✓
Senator Larry Tveit	✓	
Senator Fred Van Valkenburg	✓	
Senator Dennis Nathe	✓	
Senator Greg Jergeson	✓	
Senator Gerry Devlin	✓	
Senator Richard Manning		✓
Senator Sam Hofman	✓	
Senator Lawrence Stimatz		✓
Senator Ethel Harding	✓	
Senator Pete Story	✓	

TALLY

13 5

Debbie Thompson - 319
Secretary

Pete Story
Chairman

Motion: Jenkins- move to give university
latitude in funding- pass

DATE

4-6-89

COMMITTEE ON

Finance & Claims

1983

VISITORS' REGISTER

NAME	REPRESENTING	BILL #	Check One	
			Support	Oppose
Ann Butts	Mont. State Hosp MNA	786	✓	✓
Rep. Chuck Sursygaard	State Rep.	786	✓	
Aria Miller	Mont Fed Teacher State Emps	786		✓
Richard N. Bennett	University Teachers Union	786		✓
Ferry Minow	MT Fed Teachers State Employees	786		✓
Glen Leavitt	Western MT College	786	✓	
Ken Lecker	Eastern Mt Coll	786	✓	
Eleanor Yanchus	Montana Veterans Home	786		✓
Kelma Carter	MT V. H. M.	786		✓
Juan Johnson	MT. VET. HOME	786		✓
Judy Ege	Cascade Co. O.H.S.	786		✓
Gayle Paces	Cascade Co OHS	786		✓
Cynthia Kimas	Cascade Co. OHS	786		✓
Judy Reich	Cascade Co OHS	786		✓
Kristi Mulligan	Cascade Co OHS	786		✓
Sandy Fisher	mont Veterans Home	786		✓
Bella Payne	MT. Veterans Home	786		✓
Sharon + Ed Hansen	Cascade Co OHS	786		✓
Linda Hoern	MT. Veterans Home	786		✓
Linda Heath	MT. Veterans Home	786		✓
Rosothy C. Davis	State Employee	786	✓	
Karen Page	UI Div.	786		✓
Madison Vinner	AFSCME	786	✓	
Nancy K. Devere	Univ of MT	786	✓	✓
Jim Mays	AFSCME	786	✓	
Mike Hallan	Warren Springs	786		✓

VISITOR'S REGISTER

2 of 3

NAME	REPRESENTING	Check One	
		Support	Oppose
Joe Williams	OBPA		
John Served	M.S.H. G.C.		✓
Emmie Connolly	M.S.H. G.C.		✓
Jane Crooks	M.S.H. G.C.		✓
Ann Buttkie	M.S.H. / G.C. MNA		✓
Ken Hikes	EMC	HB 233 ✓	
Judy Waldron	LFA		
Geo. Currie	Institutions		
Wanda Hiskp	MT. Tech.		✓
Henry Zinsberg	MT. St. Hosp.		✓
Patty Anderson	MSU - MPEA	✓	
Emmie Connolly			
Deanna Jope	MSU - MPEA	✓	
Op Dicki Cocchiarella	H.D. 59	✓	
Betsy Phillips	MPEA + Income Tax Div.		✓
Harry Halpin	MSU MPEA	✓	
Wilson Rehmann	Montana Nurses Assn		✓
Emmie Arnold	Dept. of Health		✓
Chris Imhoff	MPEA Missoula High School	✓	
Cynthia Murphy	MPEA Div. of Worker Comp	✓	
Don Hable	Montana University System	✓	

4-6-89

3 of 3

[illegible]

SENATE STANDING COMMITTEE REPORT

April 6, 1989

MR. PRESIDENT:

We, your committee on Finance and Claims, having had under consideration HB 786 (third reading copy -- blue), respectfully report that HB 786 be amended and as so amended be concurred in:

Sponsor: Addy (Beck)

1. Page 17, line 7.

Following: "administration,"

Insert: "and the legislative council"

2. Page 17, line 9.

Strike: "\$17,227,616"

Insert: "\$13,546,000"

Following: "planning"

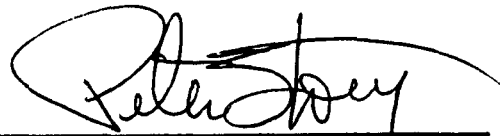
Insert: "and \$3,681,616 to the office of the commissioner of higher education"

3. Page 18, lines 2 through 5.

Strike: "IT" on line 2 through "." on line 5

AND AS AMENDED BE CONCURRED IN

Signed: _____



Pete Story, Chairman

SENATE
HB 786

SENATE COMMITTEE OF THE WHOLE AMENDMENT

page 1 of 2
April 10, 1989 2:37 pm

Mr. Chairman: I move to amend HB 786 (third reading copy -- blue) as follows:

1. Title, line 5.

Following: ";"

Insert: "INCREASING COMPENSATION FOR CERTAIN ELECTED OFFICIALS AND STATE EMPLOYEES;"

2. Title, line 11.

Following: "SECTIONS"

Insert: "2-16-405,"

Following: "2-18-702,"

Strike: "AND"

3. Title, line 12.

Following: "2-18-703,"

Insert: "13-37-106, AND 15-2-102,"

4. Page 1, line 15.

Following: line 14

Insert: "Section 1. Section 2-16-405, MCA, is amended to read:

"2-16-405. Salaries of certain elected state officials. The salaries paid to certain elected officials of the state of Montana for fiscal year ~~1986~~ 1990 and following years are:

		<u>Fiscal Year</u> <u>1990</u>	<u>Following</u> <u>June 30, 199</u>
Governor	\$50,452	<u>\$51,713</u>	<u>\$53,006</u>
Lieutenant governor	\$36,141	<u>\$37,044</u>	<u>\$37,970</u>
Chief justice			
of the supreme court	\$51,722		
Justices of the supreme			
court, each	\$50,452		
Attorney general	\$46,016	<u>\$47,166</u>	<u>\$48,345</u>
State auditor	\$33,342	<u>\$34,176</u>	<u>\$35,030</u>
Superintendent of public instruction	\$39,672	<u>\$40,664</u>	<u>\$41,681</u>
Public service commission chairman	\$37,363	<u>\$38,297</u>	<u>\$39,254</u>
Public service commissioners, other than chairman	\$36,141	<u>\$37,044</u>	<u>\$37,970</u>
Secretary of state	\$33,342	<u>\$34,176</u>	<u>\$35,030</u>
Clerk of the supreme court	\$32,401	<u>\$33,211</u>	<u>\$34,041</u>

Renumber: subsequent sections

5. Page 16.

Following: line 9

Insert: "Section 12. Section 13-27-106, MCA, is amended to read:

SENATE COMMITTEE OF THE WHOLE, HB 786

4-10-89

Page 2 of 2

"13-37-106. Salary. The commissioner of political practices is entitled to receive a salary of ~~\$27,655~~ \$28,346 in fiscal year 1990 and \$29,055 in fiscal year 1991 and thereafter."

Section 13. Section 15-2-102, MCA, is amended to read:
"15-2-102. Qualification and compensation. (1) To be appointed a member of the state tax appeal board, a person must possess knowledge of the subject of taxation and skill in matters pertaining thereto. No person so appointed may hold any other office under the laws of this state or any other state or any office under the government of the United States or under the government of any other state. He shall devote his entire time to the duties of the office and shall not hold any other position of trust or profit or engage in any occupation or business interfering or inconsistent with his duties. The state tax appeal board is transferred to the department of administration for administrative purposes only as is specified in 2-15-121. However, the board may hire its own personnel, and 2-15-121(2)(d) does not apply.

(2) The member designated chairman as provided for in 15-2-103 shall receive a salary of ~~\$20,373~~ \$29,082 in fiscal year 1990 and \$29,809 in fiscal year 1991 and thereafter. The remaining state tax appeal board members shall be paid a salary of ~~\$27,635~~ \$28,326 in fiscal year 1990 and \$29,034 in fiscal year 1991 and thereafter. All members of the board shall receive travel expenses as provided for in 2-18-501 through 2-18-503, as amended, when away from the capital on official business."

Renumber: subsequent sections

6. Page 18, line 7.

Strike: "11"

Insert: "14"

7. Page 18, line 9.

Strike: "11"

Insert: "14"

8. Page 18, line 14.

Strike: "2"

Insert: "3"

ADOPT

REJECT

Signed:

Senator Van Valkenburg

HB 786

SENATE

SENATE COMMITTEE OF THE WHOLE AMENDMENT

April 10, 1989 1:53 pm

Mr. Chairman: I move to amend HB 786 (third reading copy -- blue) as follows:

1. Title, line 7.

Following: "EMPLOYEES;"

Insert: "PROVIDING SHIFT DIFFERENTIAL PAY FOR CERTAIN EMPLOYEES;"

2. Page 3, line 16.

Following: "compensation"

Insert: ", excluding shift differential pay,"

3. Page 4.

Following: line 2

Insert: "(2)(a) In addition to the compensation provided for in 2-18-312, an employee of any of the following state institutions is eligible to receive shift differential pay as provided in subsection (2)(b):

- (i) Montana state prison;
- (ii) women's correction center;
- (iii) Swan River forest camp;
- (iv) Montana veterans' home;
- (v) Montana center for the aged;
- (vi) Montana state hospital;
- (vii) Montana developmental center;
- (viii) Eastmont human services center;
- (ix) Mountain View school; and
- (x) Pine Hills school.

(b) An employee eligible under subsection (2)(a) who works:

- (i) an afternoon shift is entitled to receive shift differential pay amounting to 50 cents an hour; and
- (ii) a night shift is entitled to receive shift differential pay amounting to \$1 an hour."

Renumber: subsequent subsections

4. Page 5, lines 7 and 10.

Strike: "(4)(a)(i)"

Insert: "(5)(a)(i)"

ADOPT

REJECT

Signed: 

Senator Harp

AM 2
cwhb786C.410

SENATE COMMITTEE OF THE WHOLE AMENDMENT

April 10, 1989 4:30 pm

Mr. Chairman: I move to amend HB 786 (third reading copy -- blue) as follows:

1. Strike: Senator Harp's Senate Committee of the Whole amendments to HB 786 (third reading copy -- blue) dated April 10, 1989, 1:53 pm, in their entirety

ADOPT

REJECT

Signed: 

Senator Thayer

(Clerical Instructions
STRIKE Amendment #2)

AM 8
cwhb786J.410

SENATE COMMITTEE OF THE WHOLE AMENDMENT

April 10, 1989 3:28 pm

Mr. Chairman: I move to amend HB 786 (third reading copy -- blue) as follows:

1. Page 16, line 10.

Following: line 9

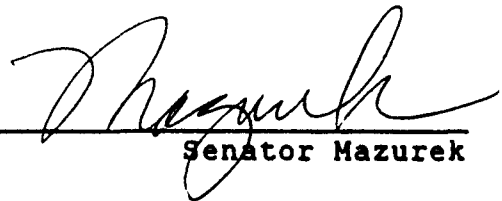
Insert: "NEW SECTION. Section 11. Salary of state employed registered nurses. Employees classified as registered nurses, and employed with the department of institutions and family services, shall be placed in the grade and step set forth in [section 5] that most reflects the salary paid by the largest non-state run hospital in the county in which the state facility is located. The placement must be negotiated with the labor organization representing the employees of the state facility."

Renumber: subsequent sections

ADOPT

REJECT

Signed: _____


Senator Mazurek

Free Conference Committee
on House Bill 786
Report No.1, April 13, 1989

Page 1 of 1

Mr. President and Mr. Speaker:

We, your Free Conference Committee on House Bill 786 met and considered:

We recommend that House Bill 786 (reference copy -- salmon) be amended as follows:

1. Page 7.

Following: line 5

Insert: "(8) The department shall review the competitiveness of the compensation provided to registered nurses and other occupations under this part. If the department finds that substantial problems exist with recruitment and retention because of inadequate salaries when compared to competing employers, the department may establish criteria allowing an adjustment in pay or classification to mitigate the problems. Insofar as these adjustments may apply to employees within a collective bargaining unit, the implementation of these adjustments is a negotiable subject under 39-31-305."

2. Page 18, lines 11 through 15.

Strike: section 14 in its entirety

Renumber: subsequent sections

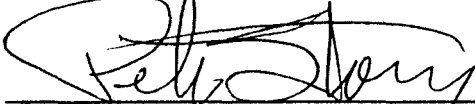
3. Page 20, lines 15 and 17.

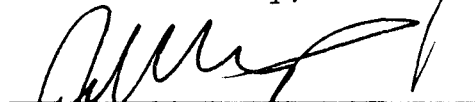
Strike: "15"

Insert: "14"

And that this Free Conference Committee Report be adopted.

For the Senate:


Sen. Pete Story, Chairman


Sen. John Harp


Sen. Joe Mazurek

For the House:


Rep. Kelly Addy, Chairman


Rep. Joe Quilici


Rep. Dennis Iverson

ADOPT

REJECT

AB 786
831318CC.HRT RT

HOUSE BILL NO. 786

INTRODUCED BY ADDY

A BILL FOR AN ACT ENTITLED: "AN ACT GENERALLY REVISING PROVISIONS CONCERNING PERSONNEL CLASSIFICATION AND COMPENSATION FOR STATE EMPLOYEES; INCREASING COMPENSATION FOR CERTAIN ELECTED OFFICIALS AND STATE EMPLOYEES; CLARIFYING THAT TEACHERS EMPLOYED BY THE DEPARTMENT OF FAMILY SERVICES ARE EXEMPT FROM THE STATE PERSONNEL CLASSIFICATION PLAN; REMOVING THE PROVISION FREEZING THE COMPENSATION OF EMPLOYEES WHO ARE EXEMPT FROM THE CLASSIFICATION PLAN; PROVIDING PAY SCHEDULES FOR FISCAL YEARS 1990 AND 1991 FOR CERTAIN STATE EMPLOYEES; PROVIDING-SHIFT-DIFFERENTIAL-PAY-FOR-CERTAIN-EMPLOYEES; REQUIRING THE BOARD OF REGENTS TO MAINTAIN ITS GROUP BENEFITS PLAN ON AN ACTUARIALLY SOUND BASIS; ESTABLISHING EMPLOYER CONTRIBUTION LEVELS FOR GROUP BENEFITS FOR FISCAL YEARS 1990 AND THEREAFTER; CREATING A COMMITTEE ON STATE EMPLOYEE COMPENSATION; APPROPRIATING FUNDS FOR PAYMENT OF COMPENSATION AND GROUP BENEFITS AND FOR USE BY THE COMMITTEE ON STATE EMPLOYEE COMPENSATION; AMENDING SECTIONS 2-16-405, 2-18-103, 2-18-104, 2-18-301, 2-18-303, 2-18-312 THROUGH 2-18-315, 2-18-702, AND 2-18-703, 13-37-106, AND 15-2-102, MCA; AND PROVIDING EFFECTIVE DATES."

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

SECTION 1. SECTION 2-16-405, MCA, IS AMENDED TO READ:

"2-16-405. Salaries of certain elected state officials. The salaries paid to certain elected officials of the state of Montana for fiscal year 1986 1990 and following years are:

	<u>Fiscal Year</u>		<u>Following</u>
		<u>1990</u>	<u>June 30, 1990</u>
Governor	\$58,452	<u>\$51,713</u>	<u>\$53,006</u>
Lieutenant governor	\$36,141	<u>\$37,044</u>	<u>\$37,970</u>
Chief justice of the supreme court	\$51,722		
Justices of the supreme court; each	\$58,452		
Attorney general	\$46,816	<u>\$47,166</u>	<u>\$48,345</u>

BEST COPY
AVAILABLE



Montana Legislative Council

HB 786

REFERENCE BILL
AS AMENDED

1	State auditor	\$99,942	\$34,176	\$35,030
2	Superintendent of public instruction	\$99,672	\$40,664	\$41,681
3	Public service commission chairman	\$97,363	\$38,297	\$39,254
4	Public service commissioners, other than			
5	chairman	\$96,141	\$37,044	\$37,970
6	Secretary of state	\$99,942	\$34,176	\$35,030
7	Clerk of the supreme court	\$92,401	\$33,211	\$34,041"

8 Section 2. Section 2-18-103, MCA, is amended to read:

9 "2-18-103. Officers and employees excepted. Parts 1 and 2 do not apply to the following positions in state
10 government:

- 11 (1) elected officials;
- 12 (2) county assessors and their chief deputy;
- 13 (3) officers and employees of the legislative branch;
- 14 (4) judges and employees of the judicial branch;
- 15 (5) members of boards and commissions appointed by the governor, ~~appointed by the legislature, or appointed by~~
16 other elected state officials;
- 17 (6) officers or members of the militia;
- 18 (7) agency heads appointed by the governor;
- 19 (8) academic and professional administrative personnel with individual contracts under the authority of the board
20 or regents of higher education;
- 21 (9) academic and professional administrative personnel and live-in houseparents who have entered into individual
22 contracts with the state school for the deaf and blind under the authority of the state board of public education;
- 23 (10) teachers under the authority of the department of institutions or family services;
- 24 (11) investment officer, assistant investment officer, executive director, and three professional staff positions
25 of the board of investments;

1 (12) four professional staff positions under the board of oil and gas conservation; and

2 (13) assistant director for security of the Montana state lottery."

3 Section 3. Section 2-18-104, MCA, is amended to read:

4 "2-18-104. Exemption for personal staff -- limit. (1) Subject to the limitations in subsections (2) and (3),
5 members of a personal staff are exempt from the application of 2-18-204, 2-18-205, 2-18-207, and 2-18-1011 through
6 2-18-1013.

7 (2) The personal staff who are exempted by subsection (1) may not exceed 10 unless otherwise approved by the
8 department according to criteria developed by the department. Under no circumstances may the total exemptions of each
9 elected official exceed 15.

10 (3) The number of members of the personal staff of the public service commission who are exempted by subsection
11 (1) may not exceed 10.

12 ~~(4) -- A person occupying an exempt position under 2-18-188 or this section may not receive an increase in~~
13 ~~compensation unless the person changes positions or successfully completes a probationary period in fiscal year 1988 or~~
14 ~~1989."~~

15 Section 4. Section 2-18-301, MCA, is amended to read:

16 "2-18-301. Purpose and intent of part -- rules. (1) The purpose of this part is to provide the compensation
17 necessary to attract and retain competent and qualified employees in order to perform the services the state is required
18 to provide to its citizens.

19 (2) It is the intent of the legislature that, for the biennium ending June 30, 1989 1991, the:

20 (a) pay schedules provided for in 2-18-312 through 2-18-315 supersede any other plan or systems established
21 through collective bargaining after the adjournment of the 58th 51st legislature;

22 (b) pay levels provided for in 2-18-312 through 2-18-315 may not be increased through collective bargaining after
23 adjournment of the 58th 51st legislature; and

24 (c) total funds required to implement the pay schedules provided for in 2-18-312 through 2-18-315 for any employee
25 group or bargaining unit may not be increased through collective bargaining over the amount appropriated by the 58th

51st legislature.

(3) The department shall administer the pay program established by the legislature on the basis of merit, internal equity, and competitiveness to external labor markets when fiscally able.

(4) The department may promulgate rules not inconsistent with the provisions of this part, collective bargaining statutes, or negotiated contracts to carry out the purposes of this part."

Section 5. Section 2-18-303, MCA, is amended to read:

"2-18-303. Procedures for utilizing pay ~~schedote~~ schedules. (1) The pay ~~schedote~~ schedules provided in 2-18-312 shall ~~must~~ be implemented as follows:

(a) The pay ~~schedote~~ schedules provided in 2-18-312 ~~indicates~~ indicate the annual compensation; ~~EXCLUDING-SHIFT DIFFERENTIAL-PAY;~~ for the fiscal years ending June 30, ~~1988~~ 1990, and June 30, ~~1989~~ 1991, for each grade and step for positions classified under the provisions of part 2 of this chapter.

(b) Each new employee shall advance from step 1 to step 2 of a grade after successfully completing 6 months of probationary service. The anniversary date of an employee shall ~~must~~ be established at the end of the probationary period in accordance with rules promulgated by the department.

(c) (i) The compensation of each employee on the first day of the first pay period in fiscal year ~~1988-shall-be~~ 1990 is that amount ~~which-corresponds~~ corresponding to the grade and step occupied on the last day of the ~~preceeding~~ preceeding fiscal year of ~~1987~~ 1989.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1989-shall-be~~ 1991 is that amount ~~which-corresponds~~ corresponding to the grade and step occupied on the last day of the fiscal year ~~1988~~ 1990.

~~(2)--(A)--IN--ADDITION--TO--THE--COMPENSATION--PROVIDED--FOR--IN-2-18-312;--AN-EMPLOYEE-OF-ANY-OF-THE-FOLLOWING-STATE INSTITUTIONS-IS-ELIGIBLE-TO-RECEIVE-SHIFT-DIFFERENTIAL-PAY-AS-PROVIDED-IN-SUBSECTION-(2)(B):~~

~~(i)--MONTANA-STATE-PRISON;~~

~~(ii)--WOMEN'S-CORRECTIONAL-CENTER;~~

~~(iii)--SWAN-RIVER-FOREST-CAMP;~~

~~(IV) MONTANA VETERANS HOME;~~

~~(V) MONTANA CENTER FOR THE AGED;~~

~~(VI) MONTANA STATE HOSPITAL;~~

~~(VII) MONTANA DEVELOPMENTAL CENTER;~~

~~(VIII) EASTMONT HUMAN SERVICES CENTER;~~

~~(IX) MOUNTAIN VIEW SCHOOL; AND~~

~~(X) PINE HILLS SCHOOL;~~

~~(B) AN EMPLOYEE ELIGIBLE UNDER SUBSECTION (2)(A) WHO WORKS;~~

~~(I) AN AFTERNOON SHIFT IS ENTITLED TO RECEIVE SHIFT DIFFERENTIAL PAY AMOUNTING TO 50 CENTS AN HOUR; AND~~

~~(II) A NIGHT SHIFT IS ENTITLED TO RECEIVE SHIFT DIFFERENTIAL PAY AMOUNTING TO \$1 AN HOUR;~~

~~(2)(3)(2)~~ The pay schedule schedules provided in 2-18-312 and the provisions of subsection (1) of this section do not apply to those institutional teachers, liquor store occupations, or blue-collar occupations compensated under the pay schedules provided in 2-18-313; 2-18-314; or through 2-18-315.

~~(3)(4)(3)~~ The pay schedules provided in 2-18-313; 2-18-314; or through 2-18-315 shall must be implemented as follows:

(a) (i) The pay schedules provided for in 2-18-313 indicate the annual compensation for the contracted school term for teachers employed by institutions under the authority of the department of institutions or the department of family services for fiscal years 1988 1990 and 1989 1991.

(ii) The compensation of each teacher on ON the first day of the first pay period in July 1987 shall be 1989 is that amount which corresponds corresponding to his level of academic achievement and, EACH TEACHER SHALL ADVANCE THREE STEPS ON THE APPROPRIATE PAY SCHEDULE FOR FISCAL YEAR 1990 FROM the step THAT HE occupied on June 30, 1987 1989.

(iii) The compensation of each teacher on the first day of the first pay period in July 1988 shall be 1990 is that amount which corresponds corresponding to his level of academic achievement and the step occupied on June 30, 1987 1990.

(b) (i) The pay schedule schedules provided in 2-18-314 indicates indicate the maximum hourly compensation for fiscal years ending June 30, 1988 1990, and June 30, 1989 1991, for those employees in liquor store occupations who have

collectively bargained separate classification and pay plans.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1988~~ 1990 or ~~1989~~, ~~as--the-case-may-be;--shalt-be~~ 1991 is that amount ~~which-corresponds~~ corresponding to that the grade occupied on the last day of the preceding fiscal year.

(c) (i) The pay ~~schedate~~ schedules provided in 2-18-315 ~~indicates~~ indicate the maximum hourly compensation for fiscal years ending June 30, ~~1988~~ 1990, and June 30, ~~1989~~ 1991, for employees in apprentice trades and crafts and other blue-collar occupations recognized in the state blue-collar classification plan who are members of units that have collectively bargained separate classification and pay plans.

(ii) The compensation of each employee on the first day of the first pay period in fiscal year ~~1988~~ 1990 or ~~1989~~, ~~as-the-case-may-be;--shalt-be~~ 1991 is that amount ~~which-corresponds~~ corresponding to that the grade occupied on the last day of the preceding fiscal year.

~~(4)(5)(4)~~ (a) (i) No A member of a bargaining unit may not receive the amounts indicated in the respective pay schedules provided in 2-18-312 through 2-18-315 until the bargaining unit of which he is a member ratifies a completely integrated collective bargaining agreement covering the biennium ending June 30, ~~1989~~ 1991.

(ii) ~~in--the--event--that~~ If negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection ~~(4)(a)(i)~~ (5)(A)(i) ~~(4)(A)(I)~~ of--this--section are not completed by July 1, ~~1987~~ 1989, retroactivity to that date may be negotiated.

(iii) ~~in--the--event--that~~ If negotiation and ratification of a completely integrated collective bargaining agreement as required by subsection ~~(4)(a)(i)~~ (5)(A)(i) ~~(4)(A)(I)~~ of--this--section are not completed by July 1, ~~1987~~ 1989, members of the bargaining unit involved ~~with~~ must continue to receive the compensation they were receiving as of June 30, ~~1987~~ 1989.

(b) Methods of administration not inconsistent with the purpose of this part and necessary to properly implement the pay schedules provided in 2-18-312 through 2-18-315 may be provided for in collective bargaining agreements.

~~(5)(6)(5)~~ The current wage or salary of an employee ~~shalt~~ may not be reduced by the implementation of the pay schedules provided for in 2-18-312 through 2-18-315.

(b)(7)(6) The department may authorize a separate pay schedule for medical doctors if the rates provided in 2-18-312 are not sufficient to attract and retain fully licensed and qualified physicians at the state institutions.

(7)(8)(7) The department may develop programs which--with that enable the department to mitigate problems associated with difficult recruitment, retention, transfer, or other exceptional circumstances. Insofar as the program may apply to employees within a collective bargaining unit, it shall be is a negotiable subject under 39-31-305."

Section 6. Section 2-18-312, MCA, is amended to read:

"2-18-312. Statewide pay schedule schedules for fiscal years 1988 1990 and 1989 1991. (1) The statewide classification pay schedule for fiscal ~~years-1988-and-1989~~ year 1990 is as follows:

Annual Hours -- 2080

Note: Includes Insurance

Pay Matrix -- State

Matrix Type -- Annual

		STEP												
	GRADE	--1	--2	--3	--4	--5	--6	--7	--8	--9	-10	-11	-12	-13
1	1	9,392	10,099	10,301	10,507	10,717	10,931	11,150	11,373	11,600	11,832	12,069	12,310	12,552
2	2	9,874	10,617	10,829	11,046	11,267	11,492	11,722	11,956	12,195	12,439	12,688	12,942	13,196
3	3	10,398	11,181	11,405	11,633	11,866	12,103	12,345	12,592	12,844	13,101	13,363	13,630	13,897
4	4	10,971	11,797	12,033	12,274	12,519	12,769	13,024	13,284	13,550	13,821	14,097	14,379	14,664
5	5	11,603	12,476	12,726	12,981	13,241	13,506	13,776	14,052	14,333	14,620	14,912	15,210	15,513
6	6	12,295	13,228	13,484	13,754	14,029	14,310	14,596	14,888	15,186	15,490	15,800	16,116	16,437
7	7	13,062	14,045	14,326	14,613	14,905	15,203	15,507	15,817	16,133	16,456	16,785	17,121	17,463
8	8	13,889	14,934	15,233	15,538	15,849	16,166	16,489	16,819	17,155	17,498	17,848	18,205	18,568
9	9	14,807	15,922	16,240	16,565	16,896	17,234	17,579	17,931	18,290	18,656	19,029	19,410	19,797
10	10	15,813	17,003	17,343	17,690	18,044	18,405	18,773	19,148	19,531	19,922	20,320	20,726	21,139
11	11	16,912	18,185	18,549	18,920	19,298	19,684	20,078	20,480	20,890	21,308	21,734	22,169	22,613
12	12	18,128	19,493	19,883	20,281	20,687	21,101	21,523	21,953	22,392	22,840	23,297	23,763	24,237
13	13	19,464	20,929	21,340	21,775	22,211	22,655	23,108	23,570	24,041	24,522	25,012	25,512	26,021

1	14	21,140	22,731	23,186	23,650	24,123	24,605	25,097	25,599	26,111	26,633	27,166	27,709	28,267
2	15	22,885	24,608	25,180	25,682	26,114	26,636	27,169	27,712	28,266	28,831	29,408	29,996	31,196
3	16	24,846	26,716	27,250	27,795	28,351	28,918	29,496	30,086	30,688	31,302	31,928	32,567	33,870
4	17	26,967	28,997	29,577	30,169	30,772	31,387	32,015	32,655	33,308	33,974	34,653	35,346	36,768
5	18	29,312	31,518	32,148	32,791	33,447	34,116	34,798	35,494	36,204	36,928	37,667	38,420	39,957
6	19	31,888	34,288	34,974	35,673	36,386	37,114	37,856	38,613	39,385	40,173	40,976	41,796	41,796
7	20	34,781	37,313	38,059	38,820	39,596	40,388	41,196	42,020	42,860	43,717	44,591	44,591	44,591
8	21	37,795	40,640	41,453	42,282	43,128	43,991	44,871	45,768	46,683	47,617	47,617	47,617	47,617
9	22	41,191	44,291	45,177	46,081	47,003	47,943	48,902	49,880	50,878	50,878	50,878	50,878	50,878
10	23	44,986	48,286	49,252	50,237	51,242	52,267	53,312	54,378	54,378	54,378	54,378	54,378	54,378
11	24	48,988	52,675	53,729	54,804	55,900	57,018	58,158	58,158	58,158	58,158	58,158	58,158	58,158
12	25	53,471	57,496	58,646	59,819	61,015	62,235	62,235	62,235	62,235	62,235	62,235	62,235	62,235

STEP

14	GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
15	1	10,132	10,839	11,041	11,247	11,457	11,671	11,890	12,113	12,340	12,572	12,809	13,050	13,542
16	2	10,614	11,357	11,569	11,786	12,007	12,232	12,462	12,696	12,935	13,179	13,428	13,682	14,200
17	3	11,138	11,921	12,145	12,373	12,606	12,843	13,085	13,332	13,584	13,841	14,103	14,370	14,915
18	4	11,711	12,537	12,773	13,014	13,259	13,509	13,764	14,024	14,290	14,561	14,837	15,119	15,694
19	5	12,343	13,216	13,466	13,721	13,981	14,246	14,516	14,792	15,073	15,360	15,652	15,950	16,558
20	6	13,035	13,960	14,224	14,494	14,769	15,050	15,336	15,628	15,926	16,230	16,540	16,856	17,501
21	7	13,802	14,785	15,066	15,353	15,645	15,943	16,247	16,557	16,873	17,196	17,525	17,861	18,546
22	8	14,629	15,674	15,973	16,278	16,589	16,906	17,229	17,559	17,895	18,238	18,588	18,945	19,673
23	9	15,547	16,662	16,980	17,305	17,636	17,974	18,319	18,671	19,030	19,396	19,769	20,150	20,926
24	10	16,553	17,743	18,083	18,430	18,784	19,145	19,513	19,888	20,271	20,662	21,060	21,466	22,295
25	11	17,652	18,925	19,289	19,660	20,038	20,424	20,818	21,220	21,630	22,048	22,474	22,909	23,796

1	<u>12</u>	<u>18,868</u>	<u>20,233</u>	<u>20,623</u>	<u>21,021</u>	<u>21,427</u>	<u>21,841</u>	<u>22,263</u>	<u>22,693</u>	<u>23,132</u>	<u>23,580</u>	<u>24,037</u>	<u>24,503</u>	<u>25,477</u>
2	<u>13</u>	<u>20,204</u>	<u>21,669</u>	<u>22,088</u>	<u>22,515</u>	<u>22,951</u>	<u>23,395</u>	<u>23,848</u>	<u>24,310</u>	<u>24,788</u>	<u>25,281</u>	<u>25,783</u>	<u>26,295</u>	<u>27,341</u>
3	<u>14</u>	<u>21,880</u>	<u>23,471</u>	<u>23,926</u>	<u>24,390</u>	<u>24,872</u>	<u>25,366</u>	<u>25,870</u>	<u>26,384</u>	<u>26,909</u>	<u>27,444</u>	<u>27,991</u>	<u>28,547</u>	<u>29,683</u>
4	<u>15</u>	<u>23,625</u>	<u>25,369</u>	<u>25,873</u>	<u>26,388</u>	<u>26,912</u>	<u>27,447</u>	<u>27,994</u>	<u>28,550</u>	<u>29,118</u>	<u>29,697</u>	<u>30,289</u>	<u>30,891</u>	<u>32,121</u>
5	<u>16</u>	<u>25,613</u>	<u>27,529</u>	<u>28,077</u>	<u>28,635</u>	<u>29,205</u>	<u>29,786</u>	<u>30,379</u>	<u>30,984</u>	<u>31,601</u>	<u>32,230</u>	<u>32,872</u>	<u>33,527</u>	<u>34,862</u>
6	<u>17</u>	<u>27,787</u>	<u>29,867</u>	<u>30,462</u>	<u>31,069</u>	<u>31,687</u>	<u>32,317</u>	<u>32,961</u>	<u>33,617</u>	<u>34,286</u>	<u>34,969</u>	<u>35,665</u>	<u>36,375</u>	<u>37,825</u>
7	<u>18</u>	<u>30,190</u>	<u>32,451</u>	<u>33,097</u>	<u>33,756</u>	<u>34,429</u>	<u>35,114</u>	<u>35,813</u>	<u>36,527</u>	<u>37,255</u>	<u>37,997</u>	<u>38,754</u>	<u>39,526</u>	<u>41,101</u>
8	<u>19</u>	<u>32,831</u>	<u>35,291</u>	<u>35,994</u>	<u>36,710</u>	<u>37,441</u>	<u>38,187</u>	<u>38,948</u>	<u>39,724</u>	<u>40,515</u>	<u>41,323</u>	<u>42,146</u>	<u>42,986</u>	<u>42,986</u>
9	<u>20</u>	<u>35,714</u>	<u>38,391</u>	<u>39,156</u>	<u>39,936</u>	<u>40,731</u>	<u>41,543</u>	<u>42,371</u>	<u>43,216</u>	<u>44,077</u>	<u>44,955</u>	<u>45,851</u>	<u>45,851</u>	<u>45,851</u>
10	<u>21</u>	<u>38,885</u>	<u>41,802</u>	<u>42,635</u>	<u>43,485</u>	<u>44,352</u>	<u>45,236</u>	<u>46,138</u>	<u>47,058</u>	<u>47,996</u>	<u>48,953</u>	<u>48,953</u>	<u>48,953</u>	<u>48,953</u>
11	<u>22</u>	<u>42,366</u>	<u>45,544</u>	<u>46,452</u>	<u>47,379</u>	<u>48,324</u>	<u>49,287</u>	<u>50,270</u>	<u>51,273</u>	<u>52,295</u>	<u>52,295</u>	<u>52,295</u>	<u>52,295</u>	<u>52,295</u>
12	<u>23</u>	<u>46,174</u>	<u>49,639</u>	<u>50,629</u>	<u>51,638</u>	<u>52,669</u>	<u>53,719</u>	<u>54,790</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>	<u>55,883</u>
13	<u>24</u>	<u>50,358</u>	<u>54,137</u>	<u>55,218</u>	<u>56,320</u>	<u>57,443</u>	<u>58,589</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>	<u>59,757</u>
14	<u>25</u>	<u>54,953</u>	<u>59,079</u>	<u>60,258</u>	<u>61,460</u>	<u>62,686</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>	<u>63,936</u>

(2) The statewide classification pay schedule for fiscal year 1991 is as follows:

16	<u>Annual Hours -- 2080</u>										<u>Note: Includes Insurance</u>			
17	<u>Pay Matrix -- State</u>										<u>Matrix Type -- Annual</u>			
18								<u>STEP</u>						
19	<u>GRADE</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>
20	<u>1</u>	<u>10,932</u>	<u>11,639</u>	<u>11,841</u>	<u>12,047</u>	<u>12,257</u>	<u>12,471</u>	<u>12,690</u>	<u>12,913</u>	<u>13,140</u>	<u>13,372</u>	<u>13,609</u>	<u>13,850</u>	<u>14,342</u>
21	<u>2</u>	<u>11,414</u>	<u>12,157</u>	<u>12,369</u>	<u>12,586</u>	<u>12,807</u>	<u>13,032</u>	<u>13,262</u>	<u>13,496</u>	<u>13,735</u>	<u>13,979</u>	<u>14,228</u>	<u>14,482</u>	<u>15,000</u>
22	<u>3</u>	<u>11,938</u>	<u>12,721</u>	<u>12,945</u>	<u>13,173</u>	<u>13,406</u>	<u>13,643</u>	<u>13,885</u>	<u>14,132</u>	<u>14,384</u>	<u>14,641</u>	<u>14,903</u>	<u>15,170</u>	<u>15,715</u>
23	<u>4</u>	<u>12,511</u>	<u>13,337</u>	<u>13,573</u>	<u>13,814</u>	<u>14,059</u>	<u>14,309</u>	<u>14,564</u>	<u>14,824</u>	<u>15,090</u>	<u>15,361</u>	<u>15,637</u>	<u>15,919</u>	<u>16,494</u>
24	<u>5</u>	<u>13,143</u>	<u>14,016</u>	<u>14,266</u>	<u>14,521</u>	<u>14,781</u>	<u>15,046</u>	<u>15,316</u>	<u>15,592</u>	<u>15,873</u>	<u>16,160</u>	<u>16,452</u>	<u>16,750</u>	<u>17,358</u>
25	<u>6</u>	<u>13,835</u>	<u>14,760</u>	<u>15,024</u>	<u>15,294</u>	<u>15,569</u>	<u>15,850</u>	<u>16,136</u>	<u>16,428</u>	<u>16,726</u>	<u>17,030</u>	<u>17,340</u>	<u>17,656</u>	<u>18,301</u>

1	7	<u>14,602</u>	<u>15,585</u>	<u>15,866</u>	<u>16,153</u>	<u>16,445</u>	<u>16,743</u>	<u>17,047</u>	<u>17,357</u>	<u>17,673</u>	<u>17,996</u>	<u>18,325</u>	<u>18,661</u>	<u>19,346</u>
2	8	<u>15,429</u>	<u>16,474</u>	<u>16,773</u>	<u>17,078</u>	<u>17,389</u>	<u>17,706</u>	<u>18,029</u>	<u>18,359</u>	<u>18,695</u>	<u>19,038</u>	<u>19,388</u>	<u>19,745</u>	<u>20,473</u>
3	9	<u>16,347</u>	<u>17,462</u>	<u>17,780</u>	<u>18,105</u>	<u>18,436</u>	<u>18,774</u>	<u>19,119</u>	<u>19,471</u>	<u>19,830</u>	<u>20,196</u>	<u>20,569</u>	<u>20,950</u>	<u>21,726</u>
4	10	<u>17,353</u>	<u>18,543</u>	<u>18,883</u>	<u>19,230</u>	<u>19,584</u>	<u>19,945</u>	<u>20,313</u>	<u>20,688</u>	<u>21,071</u>	<u>21,462</u>	<u>21,860</u>	<u>22,266</u>	<u>23,095</u>
5	11	<u>18,452</u>	<u>19,725</u>	<u>20,089</u>	<u>20,460</u>	<u>20,838</u>	<u>21,224</u>	<u>21,618</u>	<u>22,020</u>	<u>22,430</u>	<u>22,848</u>	<u>23,274</u>	<u>23,709</u>	<u>24,596</u>
6	12	<u>19,668</u>	<u>21,033</u>	<u>21,423</u>	<u>21,821</u>	<u>22,227</u>	<u>22,641</u>	<u>23,063</u>	<u>23,493</u>	<u>23,932</u>	<u>24,380</u>	<u>24,839</u>	<u>25,317</u>	<u>26,315</u>
7	13	<u>21,004</u>	<u>22,469</u>	<u>22,888</u>	<u>23,315</u>	<u>23,751</u>	<u>24,195</u>	<u>24,648</u>	<u>25,119</u>	<u>25,609</u>	<u>26,114</u>	<u>26,629</u>	<u>27,153</u>	<u>28,226</u>
8	14	<u>22,680</u>	<u>24,271</u>	<u>24,726</u>	<u>25,201</u>	<u>25,695</u>	<u>26,201</u>	<u>26,718</u>	<u>27,245</u>	<u>27,783</u>	<u>28,331</u>	<u>28,892</u>	<u>29,462</u>	<u>30,626</u>
9	15	<u>24,425</u>	<u>26,204</u>	<u>26,721</u>	<u>27,249</u>	<u>27,786</u>	<u>28,334</u>	<u>28,895</u>	<u>29,465</u>	<u>30,047</u>	<u>30,640</u>	<u>31,247</u>	<u>31,864</u>	<u>33,125</u>
10	16	<u>26,454</u>	<u>28,418</u>	<u>28,980</u>	<u>29,552</u>	<u>30,136</u>	<u>30,732</u>	<u>31,339</u>	<u>31,960</u>	<u>32,592</u>	<u>33,237</u>	<u>33,895</u>	<u>34,566</u>	<u>35,935</u>
11	17	<u>28,683</u>	<u>30,815</u>	<u>31,425</u>	<u>32,047</u>	<u>32,680</u>	<u>33,326</u>	<u>33,986</u>	<u>34,658</u>	<u>35,344</u>	<u>36,044</u>	<u>36,758</u>	<u>37,485</u>	<u>38,972</u>
12	18	<u>31,146</u>	<u>33,463</u>	<u>34,125</u>	<u>34,801</u>	<u>35,491</u>	<u>36,193</u>	<u>36,909</u>	<u>37,641</u>	<u>38,387</u>	<u>39,148</u>	<u>39,924</u>	<u>40,715</u>	<u>42,330</u>
13	19	<u>33,853</u>	<u>36,374</u>	<u>37,095</u>	<u>37,829</u>	<u>38,578</u>	<u>39,343</u>	<u>40,123</u>	<u>40,918</u>	<u>41,729</u>	<u>42,557</u>	<u>43,401</u>	<u>44,262</u>	<u>44,262</u>
14	20	<u>36,808</u>	<u>39,552</u>	<u>40,336</u>	<u>41,135</u>	<u>41,950</u>	<u>42,783</u>	<u>43,631</u>	<u>44,497</u>	<u>45,380</u>	<u>46,280</u>	<u>47,198</u>	<u>47,198</u>	<u>47,198</u>
15	21	<u>40,058</u>	<u>43,048</u>	<u>43,902</u>	<u>44,773</u>	<u>45,662</u>	<u>46,568</u>	<u>47,492</u>	<u>48,435</u>	<u>49,397</u>	<u>50,378</u>	<u>50,378</u>	<u>50,378</u>	<u>50,378</u>
16	22	<u>43,626</u>	<u>46,884</u>	<u>47,814</u>	<u>48,764</u>	<u>49,733</u>	<u>50,720</u>	<u>51,728</u>	<u>52,756</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>	<u>53,803</u>
17	23	<u>47,529</u>	<u>51,081</u>	<u>52,096</u>	<u>53,130</u>	<u>54,187</u>	<u>55,263</u>	<u>56,361</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>	<u>57,481</u>
18	24	<u>51,818</u>	<u>55,691</u>	<u>56,799</u>	<u>57,929</u>	<u>59,080</u>	<u>60,255</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>	<u>61,452</u>
19	25	<u>56,528</u>	<u>60,757</u>	<u>61,965</u>	<u>63,198</u>	<u>64,454</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>	<u>65,735</u>

Section 7. Section 2-18-313, MCA, is amended to read:

"2-18-313. Institutional teachers' Teachers' pay schedules. The department of institutions shall adjust the 1987 pay schedules for institutional teachers so that the cost of implementing the adjusted schedules is equal to the appropriation provided for in section 3, Chapter 62, Laws of 1987. The adjusted schedules must be applied as provided in 2-18-303: (1) (a) The 12-month pay schedule for teachers for fiscal year 1990 is as follows:

Annual Hours -- 2080

Note: Includes Insurance

		<u>Term -- Twelve Months</u>			<u>Matrix Type -- Annual</u>		
		<u>Education Level</u>					
	<u>STEP</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
1	<u>1</u>	<u>21,228</u>	<u>21,870</u>	<u>22,529</u>	<u>22,850</u>	<u>23,173</u>	<u>23,832</u>
2	<u>2</u>	<u>21,983</u>	<u>22,699</u>	<u>23,416</u>	<u>23,775</u>	<u>24,134</u>	<u>24,859</u>
3	<u>3</u>	<u>22,738</u>	<u>23,529</u>	<u>24,302</u>	<u>24,706</u>	<u>25,110</u>	<u>25,905</u>
4	<u>4</u>	<u>23,494</u>	<u>24,362</u>	<u>25,206</u>	<u>25,652</u>	<u>26,097</u>	<u>26,949</u>
5	<u>5</u>	<u>24,247</u>	<u>25,206</u>	<u>26,115</u>	<u>26,598</u>	<u>27,084</u>	<u>27,995</u>
6	<u>6</u>	<u>25,016</u>	<u>26,060</u>	<u>27,027</u>	<u>27,548</u>	<u>28,071</u>	<u>29,041</u>
7	<u>7</u>	<u>25,786</u>	<u>26,908</u>	<u>27,934</u>	<u>28,496</u>	<u>29,056</u>	<u>30,083</u>
8	<u>8</u>	<u>26,561</u>	<u>27,760</u>	<u>28,847</u>	<u>29,446</u>	<u>30,045</u>	<u>31,127</u>
9	<u>9</u>	<u>27,335</u>	<u>28,610</u>	<u>29,756</u>	<u>30,392</u>	<u>31,033</u>	<u>32,172</u>
10	<u>10</u>	<u>28,108</u>	<u>29,464</u>	<u>30,664</u>	<u>31,340</u>	<u>32,018</u>	<u>33,218</u>
11	<u>11</u>	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>
12	<u>12</u>	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>
13	<u>13</u>	<u>28,884</u>	<u>30,286</u>	<u>31,571</u>	<u>32,288</u>	<u>33,005</u>	<u>34,260</u>

(b) The 9-month pay schedule for teachers for fiscal year 1990 is as follows:

18	<u>Annual Hours -- 1480</u>				<u>Note: Includes Insurance</u>		
19	<u>Term -- Nine Months</u>				<u>Matrix Type -- Annual</u>		
20		<u>Education Level</u>					
21	<u>STEP</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
22	<u>1</u>	<u>16,451</u>	<u>16,933</u>	<u>17,427</u>	<u>17,668</u>	<u>17,910</u>	<u>18,404</u>
23	<u>2</u>	<u>17,017</u>	<u>17,554</u>	<u>18,092</u>	<u>18,361</u>	<u>18,631</u>	<u>19,168</u>
24	<u>3</u>	<u>17,583</u>	<u>18,176</u>	<u>18,757</u>	<u>19,056</u>	<u>19,352</u>	<u>19,933</u>
25	<u>4</u>	<u>18,151</u>	<u>18,801</u>	<u>19,422</u>	<u>19,749</u>	<u>20,074</u>	<u>20,697</u>

1	<u>5</u>	<u>18,715</u>	<u>19,422</u>	<u>20,087</u>	<u>20,441</u>	<u>20,796</u>	<u>21,463</u>
2	<u>6</u>	<u>19,283</u>	<u>20,047</u>	<u>20,755</u>	<u>21,136</u>	<u>21,518</u>	<u>22,228</u>
3	<u>7</u>	<u>19,846</u>	<u>20,667</u>	<u>21,418</u>	<u>21,829</u>	<u>22,239</u>	<u>22,990</u>
4	<u>8</u>	<u>20,414</u>	<u>21,291</u>	<u>22,086</u>	<u>22,524</u>	<u>22,963</u>	<u>23,754</u>
5	<u>9</u>	<u>20,980</u>	<u>21,913</u>	<u>22,751</u>	<u>23,217</u>	<u>23,685</u>	<u>24,519</u>
6	<u>10</u>	<u>21,546</u>	<u>22,537</u>	<u>23,416</u>	<u>23,910</u>	<u>24,406</u>	<u>25,304</u>
7	<u>11</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>
8	<u>12</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>
9	<u>13</u>	<u>22,113</u>	<u>23,139</u>	<u>24,079</u>	<u>24,606</u>	<u>25,144</u>	<u>26,085</u>

10 (2) (a) The 12-month pay schedule for teachers for fiscal year 1991 is as follows:

11 Annual Hours -- 2080

Note: Includes Insurance

12 Term -- Twelve Months

Matrix Type -- Annual

13 Education Level

14	<u>STEP</u>	<u>BA</u>	<u>BA+1</u>	<u>BA+2</u>	<u>BA+3</u>	<u>MA</u>	<u>MA+1</u>
15	<u>1</u>	<u>22,028</u>	<u>22,670</u>	<u>23,329</u>	<u>23,650</u>	<u>23,973</u>	<u>24,632</u>
16	<u>2</u>	<u>22,783</u>	<u>23,499</u>	<u>24,216</u>	<u>24,575</u>	<u>24,938</u>	<u>25,681</u>
17	<u>3</u>	<u>23,538</u>	<u>24,329</u>	<u>25,111</u>	<u>25,525</u>	<u>25,939</u>	<u>26,754</u>
18	<u>4</u>	<u>24,294</u>	<u>25,172</u>	<u>26,037</u>	<u>26,494</u>	<u>26,950</u>	<u>27,824</u>
19	<u>5</u>	<u>25,054</u>	<u>26,037</u>	<u>26,969</u>	<u>27,464</u>	<u>27,962</u>	<u>28,896</u>
20	<u>6</u>	<u>25,842</u>	<u>26,913</u>	<u>27,904</u>	<u>28,438</u>	<u>28,974</u>	<u>29,968</u>
21	<u>7</u>	<u>26,632</u>	<u>27,782</u>	<u>28,833</u>	<u>29,409</u>	<u>29,983</u>	<u>31,036</u>
22	<u>8</u>	<u>27,426</u>	<u>28,655</u>	<u>29,769</u>	<u>30,383</u>	<u>30,997</u>	<u>32,106</u>
23	<u>9</u>	<u>28,219</u>	<u>29,526</u>	<u>30,701</u>	<u>31,353</u>	<u>32,010</u>	<u>33,177</u>
24	<u>10</u>	<u>29,012</u>	<u>30,402</u>	<u>31,632</u>	<u>32,325</u>	<u>33,019</u>	<u>34,249</u>
25	<u>11</u>	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>

1	1.	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>
2	1.	<u>29,807</u>	<u>31,244</u>	<u>32,561</u>	<u>33,296</u>	<u>34,031</u>	<u>35,318</u>

(b) The 9-month pay schedule for teachers for fiscal year 1991 is as follows:

Annual Hours -- 1480

Note: Includes Insurance

Term -- Nine Months

Matrix Type -- Annual

Education Level

STEP	BA	BA+1	BA+2	BA+3	MA	MA+1
1	<u>17,251</u>	<u>17,733</u>	<u>18,227</u>	<u>18,468</u>	<u>18,710</u>	<u>19,204</u>
2	<u>17,817</u>	<u>18,354</u>	<u>18,892</u>	<u>19,161</u>	<u>19,431</u>	<u>19,968</u>
3	<u>18,383</u>	<u>18,976</u>	<u>19,557</u>	<u>19,856</u>	<u>20,152</u>	<u>20,733</u>
4	<u>18,951</u>	<u>19,601</u>	<u>20,222</u>	<u>20,549</u>	<u>20,874</u>	<u>21,497</u>
5	<u>19,515</u>	<u>20,222</u>	<u>20,887</u>	<u>21,241</u>	<u>21,596</u>	<u>22,263</u>
6	<u>20,083</u>	<u>20,847</u>	<u>21,555</u>	<u>21,936</u>	<u>22,318</u>	<u>23,028</u>
7	<u>20,646</u>	<u>21,467</u>	<u>22,218</u>	<u>22,629</u>	<u>23,039</u>	<u>23,790</u>
8	<u>21,214</u>	<u>22,091</u>	<u>22,886</u>	<u>23,324</u>	<u>23,763</u>	<u>24,554</u>
9	<u>21,780</u>	<u>22,713</u>	<u>23,551</u>	<u>24,017</u>	<u>24,485</u>	<u>25,333</u>
10	<u>22,346</u>	<u>23,337</u>	<u>24,216</u>	<u>24,710</u>	<u>25,217</u>	<u>26,138</u>
11	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>
12	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938</u>
13	<u>22,913</u>	<u>23,939</u>	<u>24,882</u>	<u>25,422</u>	<u>25,974</u>	<u>26,938"</u>

Section 8. Section 2-18-314, MCA, is amended to read:

"2-18-314. Liquor store occupations pay schedule schedules. (1) The pay schedule for liquor store occupations for fiscal years ~~1988 and 1989~~ year 1990 is as follows:

Annual Hours -- 2080

Note: With Insurance

Pay Matrix -- Retail Clerk

Matrix Type -- Hourly

Grade	\$/Hour
	W/Ins.
L1	8-888 <u>0.000</u>
L2	7-683 <u>8.040</u>
L3	8-183 <u>8.540</u>
L4	8-463 <u>8.820</u>
L5	8-753 <u>9.110</u>
L6	9-363 <u>9.720</u>
L7	10-023 <u>10.380</u>
L8	10-773 <u>11.130</u>

(2) The pay schedule for liquor store occupations for fiscal year 1991 is as follows:

<u>Annual Hours -- 2080</u>	<u>Note: With Insurance</u>
<u>Pay Matrix -- Retail Clerk</u>	<u>Matrix Type -- Hourly</u>
<u>Grade</u>	<u>\$/Hour</u>
	<u>W/Ins.</u>
<u>L1</u>	<u>0.000</u>
<u>L2</u>	<u>8.425</u>
<u>L3</u>	<u>8.925</u>
<u>L4</u>	<u>9.205</u>
<u>L5</u>	<u>9.495</u>
<u>L6</u>	<u>10.105</u>
<u>L7</u>	<u>10.765</u>
<u>L8</u>	<u>11.515"</u>

Section 9. Section 2-18-315, MCA, is amended to read:

"2-18-315. Blue-collar pay schedule schedules. (1) The pay schedule for blue-collar workers for fiscal years--1988

1 and 1989 year 1990 is as follows:

2 Annual Hours -- 2080
3 Pay Matrix -- Blue-Collar
4 Grade

Note: With Insurance
Matrix Type -- Hourly
\$/Hour
W/Ins.

5		
6	B1	8-153 <u>8.51</u>
7	B2	8-553 <u>8.91</u>
8	B3	8-953 <u>9.31</u>
9	B4	9-353 <u>9.71</u>
10	B5	9-753 <u>10.11</u>
11	B6	10-153 <u>10.51</u>
12	B7	10-553 <u>10.91</u>
13	B8	10-953 <u>11.31</u>
14	B9	11-353 <u>11.71</u>
15	B10	11-753 <u>12.11</u>
16	B11	12-153 <u>12.51</u>
17	B12	12-553 <u>12.91</u>
18	B00	12-953 <u>13.31</u>

19 (2) The pay schedule for blue-collar workers for fiscal year 1991 is as follows:

20 Annual Hours -- 2080
21 Pay Matrix -- Blue-Collar
22 Grade

Note: With Insurance
Matrix Type -- Hourly
\$/Hour
W/Ins.

23		
24	<u>B1</u>	<u>8.90</u>
25	<u>B2</u>	<u>9-25 9.30</u>

1	<u>B3</u>	<u>9:65</u> <u>9.70</u>
2	<u>B4</u>	<u>+8:05</u> <u>10.10</u>
3	<u>B5</u>	<u>+8:45</u> <u>10.50</u>
4	<u>B6</u>	<u>+8:85</u> <u>10.90</u>
5	<u>B7</u>	<u>+1:25</u> <u>11.30</u>
6	<u>B8</u>	<u>+1:65</u> <u>11.70</u>
7	<u>B9</u>	<u>+2:05</u> <u>12.10</u>
8	<u>B10</u>	<u>+2:45</u> <u>12.50</u>
9	<u>B11</u>	<u>+2:85</u> <u>12.90</u>
10	<u>B12</u>	<u>+3:25</u> <u>13.30</u>
11	<u>B00</u>	<u>+3:65</u> <u>13.70"</u>

12 Section 10. Section 2-18-702, MCA, is amended to read:

13 "2-18-702. Group insurance for public employees and officers. (1) All counties, cities, towns, school districts,
14 and the board of regents shall upon approval by two-thirds vote of their respective officers and employees enter into
15 group hospitalization, medical, health, including long-term disability, accident, and/or group life insurance contracts
16 or plans for the benefit of their officers and employees and their dependents.

17 (2) State employees and elected officials, as defined in 2-18-701, may participate in such state employee group
18 benefit plans as are provided for under part 8 of this chapter.

19 (3) For state officers and employees, the premiums required from time to time to maintain the insurance in force
20 shall be paid by the insured officers and employees, and the auditor shall deduct the premiums from the salary or wages
21 of each officer or employee who elects to become insured, on the officer's or employee's written order, and issue his
22 warrant therefor to the insurer.

23 (4) For the purpose of this section, the plans of health service corporations for defraying or assuming the cost
24 of professional services of licentiates in the field of health or the services of hospitals, clinics, or sanitariums or
25 both professional and hospital services shall be construed as group insurance and the dues payable under such plans

1 shall be construed as premiums therefor.

2 (5) If the board of regents implements an alternative to conventional insurance to provide group benefits to its
3 employees, the board shall maintain the alternative plan on an actuarially sound basis."

4 Section 11. Section 2-18-703, MCA, is amended to read:

5 "2-18-703. Contributions. (1) Each agency, as defined in 2-18-601, shall contribute the amount specified in this
6 section towards the group benefits cost.

7 (2) For employees defined in 2-18-701, other than members of collective bargaining units, and for members of the
8 legislature, the employer contribution for group benefits shall be ~~\$115~~ \$130 per month for the fiscal years year ending
9 June 30, ~~1988~~ 1990, and \$150 per month for the fiscal year ending June 30, ~~1989~~ 1991, and ~~\$115-per-month~~ for each fiscal
10 year thereafter. Permanent part-time employees who are regularly scheduled to work less than 20 hours a week are not
11 eligible for the group benefit contribution. An employee who elects not to be covered by a state-sponsored group benefit
12 plan may not receive the state contribution as wages. A portion of the employer contribution for group benefits may be
13 applied to an employee's costs for participation in Part B of medicare under Title XVIII of the Social Security Act of
14 1965, as amended, if the state group benefit plan is the secondary payer and medicare the primary payer.

15 (3) For employees of elementary and high school districts and of local government units, the employer's premium
16 contributions may exceed but may not be less than \$10 per month.

17 (4) Unused employer contributions for any state employee ~~shall~~ must be transferred to an account established for
18 this purpose by the department of administration and upon such transfer may be used to offset losses occurring to the
19 group of which the employee is eligible to be a member."

20 SECTION 12. SECTION 13-37-106, MCA, IS AMENDED TO READ:

21 "13-37-106. Salary. The commissioner of political practices is entitled to receive a salary of \$27,655-a \$28,346
22 in fiscal year 1990 and \$29,055 in fiscal year 1991 and thereafter."

23 SECTION 13. SECTION 15-2-102, MCA, IS AMENDED TO READ:

24 "15-2-102. Qualification and compensation. (1) To be appointed a member of the state tax appeal board, a person
25 must possess knowledge of the subject of taxation and skill in matters pertaining thereto. No person so appointed may

hold any other office under the laws of this state or any other state or any office under the government of the United States or under the government of any other state. He shall devote his entire time to the duties of the office and shall not hold any other position of trust or profit or engage in any occupation or business interfering or inconsistent with his duties. The state tax appeal board is transferred to the department of administration for administrative purposes only as is specified in 2-15-121. However, the board may hire its own personnel, and 2-15-121(2)(d) does not apply.

(2) The member designated chairman as provided for in 15-2-103 shall receive a salary of ~~\$28,379--a~~ \$29,082 in fiscal year 1990 and \$29,809 in fiscal year 1991 and thereafter. The remaining state tax appeal board members shall be paid a salary of ~~\$27,695--a~~ \$28,326 in fiscal year 1990 and \$29,034 in fiscal year 1991 and thereafter. All members of the board shall receive travel expenses as provided for in 2-18-501 through 2-18-503, as amended, when away from the capital on official business."

NEW SECTION. SECTION 14. SALARY OF STATE-EMPLOYED REGISTERED NURSES. EMPLOYEES CLASSIFIED AS REGISTERED NURSES AND EMPLOYED WITH THE DEPARTMENTS OF INSTITUTIONS AND FAMILY SERVICES MUST BE PLACED IN THE GRADE AND STEP SET FORTH IN 2-18-312 THAT MOST REFLECTS THE SALARY PAID BY THE LARGEST NONSTATE-RUN HOSPITAL IN THE COUNTY IN WHICH THE STATE FACILITY IS LOCATED. THE PLACEMENT MUST BE NEGOTIATED WITH THE LABOR ORGANIZATION REPRESENTING THE EMPLOYEES OF THE STATE FACILITY.

NEW SECTION. Section 15. Committee on state employee compensation. (1) (a) There is a committee on state employee compensation.

(b) The governor shall appoint seven members to the committee. Two of the members must be representatives of employee organizations and have knowledge of or experience in negotiating the pay schedules provided in 2-18-312 through 2-18-315.

(c) The president of the senate shall appoint one senator and the speaker of the house of representatives shall appoint one representative to the committee.

(2) A committee member shall serve until the committee terminates on July 1, 1991. A vacancy on the committee must be filled in the same manner as the original appointment.

(3) The governor shall appoint the chairman and vice chairman of the committee. The committee shall meet upon the

1 call of the chairman or at the request of five members. Five members constitute a quorum to transact business.

2 (4) A member is entitled to compensation as provided in 2-15-122(5).

3 (b) The committee shall:

4 (a) examine policies governing state employee compensation in Montana;

5 (b) study compensation policies of other comparable governmental and private sector entities;

6 (c) review professional literature and research on compensation issues;

7 (d) analyze and assess various components of the Montana state employee compensation system;

8 (e) identify problems with the state employee compensation system and options for resolving these problems. State
9 employees and managers may be surveyed to assist in identifying these problems and options.

10 (f) develop recommendations to maximize employee productivity and promote quality governmental services within
11 available funding; and

12 (g) report its findings, recommendations, and any proposed legislation to the governor and the 52nd legislature.

13 (b) The state personnel division, department of administration, AND THE LEGISLATIVE COUNCIL shall provide staff
14 assistance to the committee.

15 NEW SECTION. Section 16. **Appropriation.** (1) (a) In addition to the appropriation in House Bill No. 100, there is
16 appropriated ~~\$16,900,000~~ \$17,227,616 \$13,546,000 to the office of budget and program planning AND \$3,681,616 TO THE
17 OFFICE OF THE COMMISSIONER OF HIGHER EDUCATION from the general fund for the biennium ending June 30, 1991, to implement
18 [this act] as it pertains to judicial and executive branch agencies.

19 (b) To implement [this act], the office of budget and program planning shall increase the expenditure authority of
20 judicial and executive branch agencies by \$16,450,000 for the biennium ending June 30, 1991, from funds other than from
21 the general fund that accrue under the provisions of law to the respective agencies.

22 (2) The following money is appropriated to the listed agencies:

Fiscal 1990		Fiscal 1991	
General	State Special	General	State Special
Fund	Revenue	Fund	Revenue

1	Legislative Auditor	\$ 52,426		\$109,735	
2	Legislative Council	38,221		89,293	
3	Legislative Fiscal Analyst	18,550		38,055	
4	Environmental Quality Council	5,329	\$ 81	11,119	\$ 164
5	Consumer Counsel		5,154		10,851
6					
7	Total	\$114,526	\$5,235	\$248,202	\$11,015

8 (3) The appropriations in this section are subject to the provisions of House Bill No. 100.

9 (4) No money is appropriated in this section for salary increases for Montana university system contract faculty.

10 ~~IT IS THE INTENT OF THE LEGISLATURE THAT A PORTION OF THE MONEY APPROPRIATED TO THE MONTANA UNIVERSITY SYSTEM IN HOUSE~~
 11 ~~BILL NO. 100 BE USED TO FUND INCREASES IN SALARIES FOR CONTRACT FACULTY AND INCREASES IN SALARIES AND GROUP BENEFITS FOR~~
 12 ~~SUPPORT STAFF AND INSTRUCTIONAL SUPPORT STAFF COMPARABLE TO THE INCREASES PROVIDED IN THIS ACT FOR OTHER STATE~~
 13 ~~EMPLOYEES.~~

14 (5) THERE IS APPROPRIATED \$90,000 FROM THE GENERAL FUND TO THE DEPARTMENT OF ADMINISTRATION FOR THE BIENNium
 15 ENDING JUNE 30, 1991, FOR USE BY THE COMMITTEE ON STATE EMPLOYEE COMPENSATION PROVIDED FOR IN [SECTION 11 15]. THESE
 16 FUNDS MAY BE USED FOR CONTRACTED SERVICES, SALARY AND BENEFITS FOR TEMPORARY STAFF, COMPENSATION FOR COMMITTEE MEMBERS,
 17 AND OTHER NECESSARY EXPENSES INCURRED BY THE COMMITTEE IN PERFORMING ITS DUTIES AS PROVIDED IN [SECTION 11 15].

18 NEW SECTION. Section 17. **Extension of authority.** Any existing authority to make rules on the subject of the
 19 provisions of [this act] is extended to the provisions of [this act].

20 NEW SECTION. Section 18. **Effective dates.** (1) Except as provided in subsection (2), [this act] is effective on
 21 passage and approval.

22 (2) [Section 2 3] is effective July 1, 1989.

-End-